



**Australian
Bureau of
Statistics**

NOVEMBER 2008

6359.0

FORMS OF EMPLOYMENT

AUSTRALIA

EMBARGO: 11.30AM (CANBERRA TIME) FRI 12 JUN 2009

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INQUIRIES

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Labour Market Statistics Section on Canberra (02) 6252 7206.

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NOTES

ABOUT THIS PUBLICATION

This publication presents information about the nature of employment arrangements in the Australian workforce. It also presents information about different types of employment which can be cross-classified by characteristics such as hours worked, industry and occupation and demographic characteristics.

The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS).

Questions were asked about employment arrangements in the main job of all employed people, except those who were contributing family workers in their main job.

CHANGES IN THIS ISSUE

The November 2008 Forms of Employment Survey was redeveloped to better capture information of independent contractors, other business operators and employees. Information was also collected of people who found their current job through a labour hire firm/employment agency.

The change has resulted in a break in series for employees and users need to exercise caution when comparing data about employees in the 2008 publication with previous releases as data about this population group have changed. For more information see Appendix 1.

The data items 'Status in employment' and 'Employment type in main job' presented in the 2007 Forms of Employment publication are no longer presented in this publication, however are available on request. These data items have been replaced with a single data item 'Form of employment in main job' in this publication.

The information presented about people who found their job through a labour hire firm/employment agency includes, 'Whether currently registered with a labour hire firm/employment agency', 'Whether still registered with the same labour hire firm/employment agency that found job', 'Number of work assignments through labour hire firm/employment agency in the last 12 months', 'Whether usually had continuous/ongoing work from a labour hire firm/employment agency', and 'All/Main reasons for using a labour hire firm/employment agency'.

NOTES ABOUT THE ESTIMATES

Sample reductions in the Labour Force survey, (see Information Paper: Labour Force Survey Sample Design, Nov 2007 (Second edition) (cat. no. 6269.0)), resulted in the Forms of Employment survey sample being approximately one-third smaller than the sample size in November 2007.

ROUNDING

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

Peter Harper
Acting Australian Statistician

CONCEPTUAL FRAMEWORK

INTRODUCTION

Australia's workforce continues to change. There is an increasing diversity of employment arrangements, more flexible working time patterns, and increases in the extent of part-time and casual employment.

The Forms of Employment Survey (FOES) provides information on some of the key factors relating to the nature of employment arrangements in the Australian labour market. The survey also describes some of the employment and demographic characteristics of people in different types of employment.

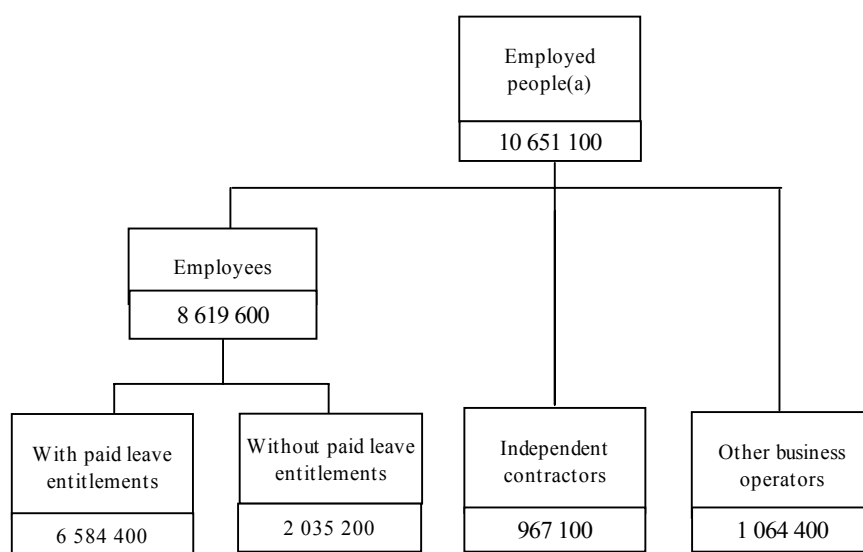
THE FORM OF EMPLOYMENT FRAMEWORK

This conceptual framework classifies jobholders to a 'Form of employment' on the basis of their main job, that is, the job in which the most hours are usually worked. These category groups are:

- Employees
- Independent contractors
- Other business operators

Employees are then further classified according to whether they had paid leave entitlements, that is, whether they had paid sick and/or paid holiday leave.

This conceptual framework replaces the framework used in previous FOES publications. This is due to the redevelopment of the 2008 survey to better capture information on employees, independent contractors and other business operators.



(a) Excludes people who were contributing family workers in their main job.

Employees in this publication are defined as people who work for a public or private employer and receive remuneration in wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed.

Independent contractors are defined as people who operate their own business and who contract to perform services for others without having the legal status of an employee, i.e. people who are engaged by a client, rather than an employer. Independent contractors are engaged under a contract for services (a commercial contract), whereas

.....

CONCEPTUAL FRAMEWORK *continued*

THE FORM OF
EMPLOYMENT
FRAMEWORK *continued*

employees are engaged under a contract of service (an employment contract).

Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or work through an intermediary.

Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff.

Other business operators are defined as people who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they generally generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business.

SUMMARY OF FINDINGS

OVERVIEW

In November 2008, there were approximately 10.7 million employed people, aged 15 years and over. Of these, 62% (6.6 million) were employees with paid leave entitlements, that is, they were entitled to paid sick and/or paid holiday leave. Of the remaining employed people:

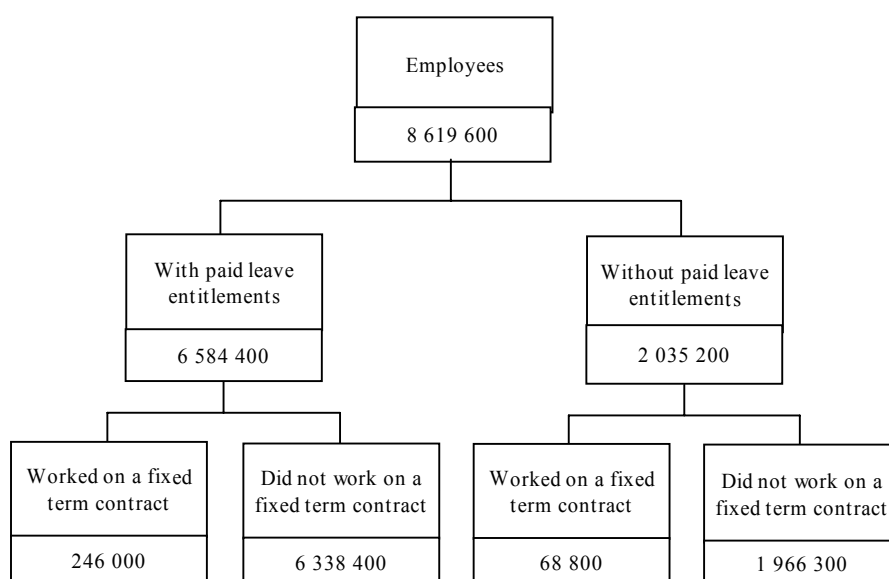
- 2.0 million were employees without paid leave entitlements
- 1.0 million were independent contractors
- 1.1 million were other business operators

EMPLOYEES

Of the 6.6 million people who were employees with paid leave entitlements, 54% were men.

The occupation groups with the greatest proportion of men with paid leave entitlements were Technicians and Trades workers (25%) followed by Professionals (21%). In comparison, for women with paid leave entitlements, the occupation groups with the greatest proportions were Professionals (30%) and Clerical and administrative workers (28%).

For men without leave entitlements the largest proportion were Labourers (31%) followed by Technicians (16%). For women without leave entitlements, Sales workers (29%) and Community and personal service workers (20%) were the largest proportions.



Of all employees with paid leave entitlements, 4% worked on a fixed-term contract compared to 3% of all employees without paid leave entitlements. For men who had paid leave entitlements, 3% worked on a fixed-term contract, while for women who received paid leave entitlements, 5% were working on fixed-term contracts. The majority of employees did not work on a fixed-term contract (96%).

An estimated 71% (6.1 million) of employees were full-time workers in their main job. Most employees who were full-time workers in their main job had paid leave entitlements (90%). By comparison, of the 2.5 million part-time workers, less than half (43%) had paid leave entitlements.

SUMMARY OF FINDINGS *continued*

EMPLOYEES *continued*

The industry groups with the highest proportion of men who were full-time workers with paid leave entitlements were Manufacturing (17%) and Construction (11%). By comparison the industry groups with the largest proportion of women who were full-time workers with paid leave entitlements, were Health care and social assistance (18%) and Education and training (14%).

The occupation group with the highest proportion of full-time workers with paid leave entitlements was Professionals (25%) followed by Technicians and trades workers (18%). The occupation group with the highest proportion of part-time workers with paid leave entitlements was Professionals (26%) followed by Clerical and administrative workers (23%).

For employees without paid leave entitlements, the occupation group with the highest proportion of full-time workers was Labourers (24%) and for part-time workers was Sales workers (28%).

Other characteristics of employees in November 2008 include:

- 25% had been with their current employer for less than 1 year, while 20% had been with their current employer for 10 years or more
- 20% were aged over 15–24 years and 13% were aged 55 years and over
- 41% had some say in their start and finish times
- 20% worked weekdays only in their main job while a further 29% worked both weekdays and weekends.

INDEPENDENT CONTRACTORS

There were 967,100 people who were independent contractors in their main job in November 2008. The majority (75%) of these were men. Half (50%) of all independent contractors, worked 40 hours or more in their job (60% of men and 22% of women).

Women independent contractors were more likely to work less hours than men. For example, one-third (33%) of women independent contractors worked less than 15 hours in their job compared to 11% of independent contractors who were men. A further 21% of women worked 20–29 hours per week compared to 9% of men while 26% of women independent contractors worked 35 or more hours per week compared with just over two-thirds (67%) of men.

For both men and women, the 35–54 year age group accounted for more than half of the independent contractors (50% and 58% respectively).

Independent contractors were most likely to work in the Construction industry (32%) followed by the Professional, scientific and technical services industry (15%).

Independent contractors who were men were more likely to work in the Construction industry (41%) followed by the Professional, scientific and technical services industry (12%). By comparison, independent contractors who were women were most likely to work in the Professional, scientific and technical services industry (23%) followed by the Health care and social assistance industry (13%).

SUMMARY OF FINDINGS *continued*

INDEPENDENT CONTRACTORS *continued*

INDEPENDENT CONTRACTORS, Occupation of main job—By sex



For men, the occupation groups Technicians and trades workers (36%) and Professionals (19%) accounted for the highest proportion of independent contractors. For women, the greatest proportion of independent contractors were Professionals (32%) followed by Clerical and administrative workers (23%).

Most independent contractors (73%) were usually able to work on more than one active contract, however, just under half (46%) of all independent contractors had more than one active contract in the reference week.

Other characteristics of independent contractors in November 2008 include:

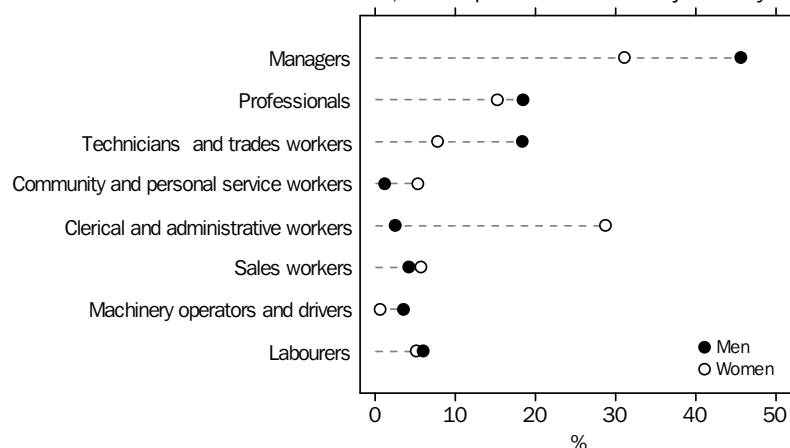
- 62% had authority over their own work (63% of men and 59% of women)
- 65% were able to (sub)contract their own work (67% of men and 59% of women)
- 79% had no employees (77% of men and 85% of women)
- 15% had been with their current business for less than 1 year, while 36% had been with their current business for 10 years or more
- 5% were aged 15–24 years and 25% were aged 55 years and over
- 84% had some say in their start or finish times
- 58% worked weekdays only in their main job while a further 42% worked on both weekdays and weekends.

In addition to the 967,100 independent contractors in their main job, there were 134,100 people who were independent contractors in their second job. Of all people who were independent contractors in their main and second jobs, 30,000 were independent contractors in both their main and second jobs.

SUMMARY OF FINDINGS *continued*

OTHER BUSINESS OPERATORS

OTHER BUSINESS OPERATORS, Occupation of main job—By sex



There were approximately 1.1 million other business operators in November 2008 of which 62% were men. For both men and women over half of business operators were in the 35–54 year age group (54% and 58% respectively).

Other business operators who where men were most likely to work in the Agriculture, forestry and fishing industry (18%) and the Construction industry (13%). For women, the most common industries were the Agriculture, forestry and fishing and the Retail trade industries (both 14%).

For men who were other business operators the most common occupations were Managers (46%) followed by Professionals (19%). For women, the most common occupations were Managers (31%) followed by Clerical and administrative workers (29%).

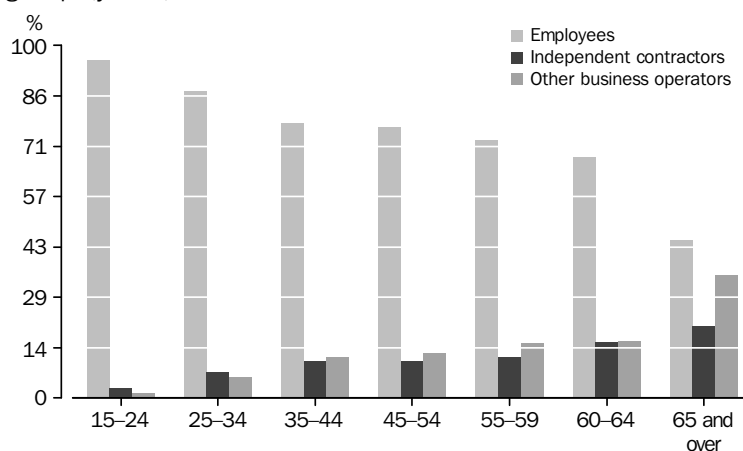
Other characteristics of other business operators in November 2008 include:

- 59% worked 40 hours or more per week (74% of men and 36% of women)
- 8% had been with their current employer/business for less than 1 year, and a further 48% have been with their current employer/business for 10 years or more
- 2% were aged 15–24 years and 30% were aged 55 years and over
- 89% had some say in their start or finish times
- 46% worked weekdays only in their main job while a further 53% worked on both weekdays and weekends.

SUMMARY OF FINDINGS *continued*

ALL EMPLOYED PEOPLE

ALL EMPLOYED PEOPLE, Proportion of type of employment—By age group (years)



People who were employees tended to be younger in age compared with independent contractors and other business operators. As age increases, generally, the proportion of employees decreases while independent contractors and other business operators increases. For example:

- 96% of people aged 15–24 years were employees, 3% were independent contractors and 1% were other business operators
- 78% of people aged 35–44 years were employees, 10% were independent contractors and 12% were other business operators
- 45% of people aged 65 years and over were employees, 20% were independent contractors and 35% were other business operators.

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY

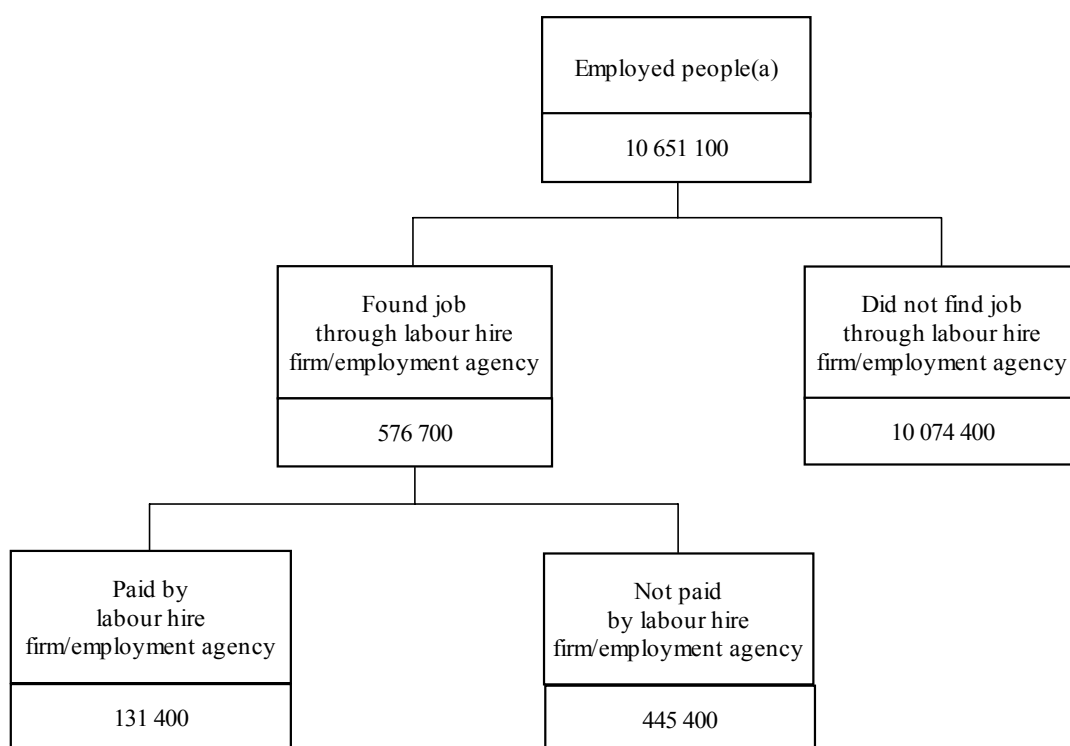
There were 576,700 people (5% of all employed people) who found their job through a labour hire firm/employment agency in November 2008, of which 54% were men. Of the people who found their job through a labour hire firm/employment agency, 218,300 (38%) were currently registered with a labour hire firm/employment agency during the reference week.

Of those people who found their job through a labour hire firm/employment agency most (62%) were in the 25–44 year age group. This was the case for both men and women (63% and 62% respectively).

Of those men who found their job through a labour hire firm/employment agency the Manufacturing (19%) and Professional, scientific and technical services (11%) were the industry groups with the greatest proportion. For women, the most common industry groups were the Professional, scientific and technical services and Health care and social assistance industries (both 13%).

The most common occupation groups for men who found their job through a labour hire firm/employment agency were Professionals (22%) and Technicians and trades workers (19%). For women, the most common occupations group were Clerical and administrative workers (40%) and Professionals (23%).

SUMMARY OF FINDINGS *continued*



(a) Excludes people who were contributing family workers in their main job.

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY *continued*

Other characteristics of people who found their job through a labour hire firm/employment agency in November 2008 include:

- 23% were paid by a labour hire firm/employment agency
- 57% usually had continuous ongoing work from their labour hire firm/employment agency
- 40% were still registered with the same labour hire firm/employment agency that found their job
- 37% had been with their current employer/business for less than 1 year and a further 49% had been with their current employer/business for 1–5 years
- 52% had one job placement from their labour hire firm/employment agency in the last 12 month while 31% had no job placements in the last 12 months.

Approximately 43% of people who found their job through a labour hire firm/employment agency worked 40 hours in their main job during the reference week (52% of men and 31% of women).

The main reason for using a labour hire firm/employment agency for finding work was 'Ease of obtaining work' reported by 52% of people who found their job through a labour hire firm/employment agency.

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EMPLOYED PERSONS(a), Form of employment—By hours actually worked in main job and other employment characteristics—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Hours actually worked in main job							
Less than 1 hour/no hours	269.4	36.3	20.0	325.8	6.0	5.0	3.1
1–14	244.5	44.4	27.4	316.3	5.5	6.1	4.2
15–19	138.3	29.2	10.7	178.1	3.1	4.0	1.6
20–24	242.3	43.7	24.9	311.0	5.4	6.0	3.8
25–29	123.8	20.0	9.2	153.0	2.8	2.8	1.4
30–34	357.2	64.1	39.3	460.6	8.0	8.8	6.0
35	105.5	25.8	27.5	158.7	2.4	3.5	4.2
36–39	681.0	32.7	13.9	727.6	15.2	4.5	2.1
40	797.8	109.0	81.9	988.6	17.9	15.0	12.5
41–44	241.0	17.4	14.6	273.0	5.4	2.4	2.2
45–48	449.9	55.8	53.5	559.2	10.1	7.7	8.2
49 or more hours	816.1	248.6	331.9	1 396.6	18.3	34.2	50.7
Continuous duration with current employer/business							
Less than one year	1 060.7	96.0	44.4	1 201.1	23.7	13.2	6.8
Under 3 months	273.3	22.4	9.3	305.0	6.1	3.1	1.4
3 and under 6 months	310.2	28.1	12.6	350.9	6.9	3.9	1.9
6 and under 12 months	477.2	45.4	22.6	545.2	10.7	6.2	3.4
1–2 years	1 129.7	116.9	82.2	1 328.8	25.3	16.1	12.6
3–5 years	874.0	140.2	112.4	1 126.6	19.6	19.3	17.2
6–9 years	466.9	91.7	75.0	633.6	10.5	12.6	11.5
10–19 years	558.6	148.7	147.2	854.4	12.5	20.5	22.5
20 years and over	376.9	133.6	193.5	704.0	8.4	18.4	29.5
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	4 044.1	685.3	635.0	5 364.5	90.5	94.3	97.0
Did not expect to be with current employer/business in 12 months	422.7	41.7	19.7	484.1	9.5	5.7	3.0
Total	4 466.8	727.0	654.7	5 848.5	100.0	100.0	100.0

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Hours actually worked in main job							
Less than 1 hour/no hours	254.0	16.2	14.8	285.1	6.1	6.8	3.6
1–14	552.1	62.2	92.7	707.0	13.3	25.9	22.6
15–19	360.4	24.5	30.6	415.5	8.7	10.2	7.5
20–24	470.8	32.6	38.2	541.6	11.3	13.6	9.3
25–29	261.8	17.0	25.4	304.2	6.3	7.1	6.2
30–34	429.6	25.0	35.5	490.1	10.3	10.4	8.7
35	123.3	*4.6	13.8	141.7	3.0	*1.9	3.4
36–39	622.9	*4.9	13.1	640.9	15.0	*2.1	3.2
40	494.9	11.9	34.0	540.8	11.9	5.0	8.3
41–44	148.7	*7.3	*4.6	160.5	3.6	*3.0	*1.1
45–48	179.6	8.9	23.7	212.2	4.3	3.7	5.8
49 or more hours	254.7	25.0	83.2	362.9	6.1	10.4	20.3
Continuous duration with current employer/business							
Less than one year	1 038.2	45.1	36.1	1 119.4	25.0	18.8	8.8
Under 3 months	272.7	11.1	*6.3	290.0	6.6	4.6	*1.5
3 and under 6 months	287.7	11.8	9.0	308.5	6.9	4.9	2.2
6 and under 12 months	477.8	22.2	20.9	520.9	11.5	9.2	5.1
1–2 years	1 050.8	52.6	64.9	1 168.4	25.3	21.9	15.8
3–5 years	827.0	43.4	81.8	952.2	19.9	18.1	20.0
6–9 years	463.8	29.8	55.3	548.9	11.2	12.4	13.5
10–19 years	517.7	46.9	84.6	649.2	12.5	19.5	20.7
20 years and over	255.1	22.3	86.8	364.3	6.1	9.3	21.2
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	3 698.6	223.1	391.8	4 313.5	89.1	92.9	95.6
Did not expect to be with current employer/business in 12 months	454.2	17.0	17.9	489.1	10.9	7.1	4.4
Total	4 152.8	240.1	409.6	4 802.5	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By hours actually worked in main job and other employment characteristics—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Hours actually worked in main job							
Less than 1 hour/no hours	523.4	52.5	34.9	610.9	6.1	5.4	3.3
1–14	796.6	106.5	120.1	1 023.3	9.2	11.0	11.3
15–19	498.7	53.7	41.3	593.7	5.8	5.6	3.9
20–24	713.1	76.4	63.1	852.6	8.3	7.9	5.9
25–29	385.6	37.0	34.6	457.2	4.5	3.8	3.3
30–34	786.8	89.2	74.8	950.8	9.1	9.2	7.0
35	228.7	30.4	41.2	300.4	2.7	3.1	3.9
36–39	1 303.9	37.6	27.0	1 368.5	15.1	3.9	2.5
40	1 292.6	120.9	115.9	1 529.4	15.0	12.5	10.9
41–44	389.7	24.7	19.1	433.6	4.5	2.6	1.8
45–48	629.5	64.6	77.3	771.4	7.3	6.7	7.3
49 or more hours	1 070.8	273.6	415.1	1 759.5	12.4	28.3	39.0
Continuous duration with current employer/business							
Less than one year	2 099.0	141.1	80.6	2 320.6	24.4	14.6	7.6
Under 3 months	546.0	33.5	15.5	595.1	6.3	3.5	1.5
3 and under 6 months	597.9	39.9	21.6	659.4	6.9	4.1	2.0
6 and under 12 months	955.1	67.6	43.5	1 066.1	11.1	7.0	4.1
1–2 years	2 180.5	169.5	147.2	2 497.2	25.3	17.5	13.8
3–5 years	1 701.1	183.6	194.2	2 078.9	19.7	19.0	18.2
6–9 years	930.7	121.5	130.3	1 182.5	10.8	12.6	12.2
10–19 years	1 076.3	195.6	231.8	1 503.7	12.5	20.2	21.8
20 years and over	632.1	155.9	280.3	1 068.2	7.3	16.1	26.3
Expected future duration with current employer/business							
Expected to be with current employer/business in 12 months	7 742.7	908.4	1 026.8	9 677.9	89.8	93.9	96.5
Did not expect to be with current employer/business in 12 months	876.9	58.7	37.6	973.2	10.2	6.1	3.5
Total	8 619.6	967.1	1 064.4	10 651.1	100.0	100.0	100.0

(a) Excludes people who were contributing family workers in their main job.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Relationship in household							
Family member	3 738.7	614.3	590.3	4 943.4	83.7	84.5	90.2
Husband, wife or partner	2 720.6	536.0	547.7	3 804.3	60.9	73.7	83.6
With dependants	1 519.0	282.6	299.7	2 101.2	34.0	38.9	45.8
Without dependants	1 201.7	253.5	248.0	1 703.1	26.9	34.9	37.9
Lone parent	87.8	17.5	16.2	121.5	2.0	2.4	2.5
With dependants	57.0	12.3	11.3	80.5	1.3	1.7	1.7
Without dependants	30.8	*5.2	*4.9	40.9	0.7	*0.7	*0.7
Dependent student	208.6	*3.0	**0.6	212.2	4.7	*0.4	**0.1
Non-dependent child	611.0	47.3	18.8	677.1	13.7	6.5	2.9
Other family person	110.7	10.5	*7.1	128.3	2.5	1.4	*1.1
Non-family member	675.1	106.6	57.9	839.6	15.1	14.7	8.8
Lone person	401.7	74.4	45.3	521.4	9.0	10.2	6.9
Not living alone	273.4	32.2	12.5	318.2	6.1	4.4	1.9
Relationship not determined	53.0	*6.1	*6.6	65.6	1.2	*0.8	*1.0
Age group (years)							
15–19	338.5	*7.8	—	346.3	7.6	*1.1	—
20–24	542.3	33.3	13.4	589.0	12.1	4.6	2.1
25–34	1 089.6	134.3	79.8	1 303.7	24.4	18.5	12.2
35–44	1 005.7	180.2	172.4	1 358.2	22.5	24.8	26.3
45–54	895.9	185.7	178.7	1 260.3	20.1	25.5	27.3
55–59	313.0	75.8	86.5	475.3	7.0	10.4	13.2
60–64	210.0	66.1	58.8	334.8	4.7	9.1	9.0
65 and over	71.9	44.0	65.1	181.0	1.6	6.1	9.9
Country of birth							
Born in Australia	3 275.3	511.3	470.5	4 257.1	73.3	70.3	71.9
Born overseas	1 191.5	215.7	184.3	1 591.4	26.7	29.7	28.1
Born in main English-speaking Countries	486.6	91.8	69.8	648.2	10.9	12.6	10.7
Born in other than main English-speaking countries	704.9	123.9	114.5	943.2	15.8	17.0	17.5
State or territory of usual residence							
New South Wales	1 408.7	237.2	207.6	1 853.5	31.5	32.6	31.7
Victoria	1 081.6	173.3	172.4	1 427.3	24.2	23.8	26.3
Queensland	916.0	152.1	133.3	1 201.4	20.5	20.9	20.4
South Australia	326.5	51.3	52.5	430.3	7.3	7.1	8.0
Western Australia	505.1	81.4	63.9	650.4	11.3	11.2	9.8
Tasmania	101.2	15.3	12.1	128.6	2.3	2.1	1.8
Northern Territory	45.5	6.3	5.0	56.9	1.0	0.9	0.8
Australian Capital Territory	82.2	10.2	7.8	100.3	1.8	1.4	1.2
Total	4 466.8	727.0	654.7	5 848.5	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Excludes people who were contributing family workers in their main job.

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Relationship in household							
Family member	3 558.5	206.3	380.5	4 145.3	85.7	85.9	92.9
Husband, wife or partner	2 448.1	177.1	345.1	2 970.4	59.0	73.8	84.3
With dependants	1 204.6	99.4	186.2	1 490.2	29.0	41.4	45.5
Without dependants	1 243.5	77.7	158.9	1 480.2	29.9	32.4	38.8
Lone parent	358.7	21.3	20.3	400.3	8.6	8.9	5.0
With dependants	273.7	15.6	15.2	304.5	6.6	6.5	3.7
Without dependants	85.0	*5.6	*5.1	95.8	2.0	*2.3	*1.3
Dependent student	264.0	**1.1	*3.0	268.0	6.4	**0.4	*0.7
Non-dependent child	402.5	*5.9	9.1	417.5	9.7	*2.4	2.2
Other family person	85.2	**1.0	*2.9	89.1	2.1	**0.4	*0.7
Non-family member	553.3	30.2	26.2	609.7	13.3	12.6	6.4
Lone person	357.6	23.7	24.4	405.6	8.6	9.9	6.0
Not living alone	195.7	*6.6	**1.8	204.1	4.7	*2.7	**0.4
Relationship not determined	41.0	*3.5	*3.0	47.5	1.0	*1.5	*0.7
Age group (years)							
15–19	350.7	*3.3	*3.8	357.8	8.4	*1.4	*0.9
20–24	498.6	*8.2	*6.3	513.1	12.0	*3.4	*1.5
25–34	937.4	36.6	55.7	1 029.7	22.6	15.2	13.6
35–44	925.7	75.2	117.4	1 118.2	22.3	31.3	28.7
45–54	911.0	63.8	121.6	1 096.4	21.9	26.6	29.7
55–59	320.1	23.7	47.7	391.5	7.7	9.9	11.6
60–64	161.5	19.3	29.4	210.2	3.9	8.0	7.2
65 and over	47.8	10.0	27.8	85.6	1.2	4.2	6.8
Country of birth							
Born in Australia	3 114.4	178.4	297.5	3 590.3	75.0	74.3	72.6
Born overseas	1 038.4	61.7	112.2	1 212.2	25.0	25.7	27.4
Born in main English-speaking Countries	421.1	25.7	45.6	492.4	10.1	10.7	11.1
Born in other than main English-speaking countries	617.3	36.0	66.5	719.8	14.9	15.0	16.2
State or territory of usual residence							
New South Wales	1 298.7	83.7	133.6	1 515.9	31.3	34.9	32.6
Victoria	1 033.9	60.9	89.3	1 184.0	24.9	25.3	21.8
Queensland	854.8	50.7	98.5	1 004.0	20.6	21.1	24.0
South Australia	304.4	18.2	31.8	354.4	7.3	7.6	7.8
Western Australia	441.6	19.1	40.8	501.5	10.6	8.0	10.0
Tasmania	93.4	2.9	8.8	105.2	2.2	1.2	2.2
Northern Territory	40.8	1.7	3.4	45.8	1.0	0.7	0.8
Australian Capital Territory	85.2	3.0	3.5	91.7	2.1	1.3	0.9
Total	4 152.8	240.1	409.6	4 802.5	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Relationship in household							
Family member	7 297.2	820.6	970.8	9 088.6	84.7	84.9	91.2
Husband, wife or partner	5 168.8	713.2	892.8	6 774.7	60.0	73.7	83.9
With dependants	2 723.6	382.0	485.9	3 591.4	31.6	39.5	45.6
Without dependants	2 445.2	331.2	407.0	3 183.3	28.4	34.2	38.2
Lone parent	446.5	38.8	36.5	521.8	5.2	4.0	3.4
With dependants	330.7	27.9	26.5	385.1	3.8	2.9	2.5
Without dependants	115.8	10.9	10.0	136.7	1.3	1.1	0.9
Dependent student	472.6	*4.0	*3.6	480.2	5.5	*0.4	*0.3
Non-dependent child	1 013.4	53.1	28.0	1 094.5	11.8	5.5	2.6
Other family person	195.9	11.5	10.0	217.4	2.3	1.2	0.9
Non-family member	1 228.4	136.9	84.1	1 449.3	14.3	14.2	7.9
Lone person	759.3	98.1	69.7	927.1	8.8	10.1	6.5
Not living alone	469.1	38.8	14.4	522.3	5.4	4.0	1.3
Relationship not determined	94.0	9.6	9.5	113.1	1.1	1.0	0.9
Age group (years)							
15–19	689.2	11.1	*3.8	704.1	8.0	1.1	*0.4
20–24	1 040.9	41.4	19.7	1 102.1	12.1	4.3	1.9
25–34	2 027.0	170.9	135.6	2 333.4	23.5	17.7	12.7
35–44	1 931.4	255.3	289.8	2 476.5	22.4	26.4	27.2
45–54	1 806.9	249.5	300.3	2 356.7	21.0	25.8	28.2
55–59	633.1	99.5	134.2	866.8	7.3	10.3	12.6
60–64	371.4	85.4	88.1	544.9	4.3	8.8	8.3
65 and over	119.7	54.0	92.9	266.6	1.4	5.6	8.7
Country of birth							
Born in Australia	6 389.7	689.7	768.0	7 847.4	74.1	71.3	72.2
Born overseas	2 229.9	277.4	296.4	2 803.7	25.9	28.7	27.8
Born in main English-speaking Countries	907.6	117.5	115.4	1 140.6	10.5	12.2	10.8
Born in other than main English-speaking countries	1 322.2	159.8	181.0	1 663.1	15.3	16.5	17.0
State or territory of usual residence							
New South Wales	2 707.4	320.9	341.2	3 369.5	31.4	33.2	32.1
Victoria	2 115.6	234.1	261.6	2 611.3	24.5	24.2	24.6
Queensland	1 770.8	202.7	231.8	2 205.3	20.5	21.0	21.8
South Australia	630.9	69.4	84.4	784.7	7.3	7.2	7.9
Western Australia	946.7	100.5	104.7	1 151.8	11.0	10.4	9.8
Tasmania	194.6	18.3	20.9	233.8	2.3	1.9	2.0
Northern Territory	86.3	8.0	8.4	102.7	1.0	0.8	0.8
Australian Capital Territory	167.4	13.2	11.3	192.0	1.9	1.4	1.1
Total	8 619.6	967.1	1 064.4	10 651.1	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By industry and occupation of main job—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
MALES							
Industry of main job							
Agriculture, forestry and fishing	117.6	26.1	119.9	263.6	2.6	3.6	18.3
Mining	146.9	**1.9	**1.7	150.5	3.3	**0.3	**0.3
Manufacturing	667.2	35.3	47.6	750.0	14.9	4.9	7.3
Electricity, gas, water and waste services	95.0	*2.9	**1.9	99.8	2.1	*0.4	**0.3
Construction	490.6	296.2	87.7	874.6	11.0	40.7	13.4
Wholesale trade	210.8	8.8	36.1	255.7	4.7	1.2	5.5
Retail trade	422.3	16.3	65.7	504.4	9.5	2.2	10.0
Accommodation and food services	250.0	*6.1	36.9	292.9	5.6	*0.8	5.6
Transport, postal and warehousing	334.6	80.5	26.3	441.4	7.5	11.1	4.0
Information media and telecommunications	115.3	12.7	*7.0	134.9	2.6	1.7	*1.1
Financial and insurance services	156.7	11.4	17.8	185.9	3.5	1.6	2.7
Rental, hiring and real estate services	76.3	13.2	16.5	106.1	1.7	1.8	2.5
Professional, scientific and technical services	293.6	86.6	71.2	451.4	6.6	11.9	10.9
Administrative and support services	94.9	37.8	16.4	149.1	2.1	5.2	2.5
Public administration and safety	337.7	*6.6	*2.8	347.2	7.6	*0.9	*0.4
Education and training	219.0	17.8	*6.6	243.4	4.9	2.4	*1.0
Health care and social assistance	193.0	13.7	31.5	238.2	4.3	1.9	4.8
Arts and recreation services	78.4	14.6	12.0	105.0	1.8	2.0	1.8
Other services	166.8	38.4	49.1	254.4	3.7	5.3	7.5
Occupation of main job							
Managers	488.7	98.1	298.4	885.2	10.9	13.5	45.6
Professionals	829.9	134.9	121.2	1 086.0	18.6	18.6	18.5
Technicians and trades workers	1 028.4	263.0	120.7	1 412.1	23.0	36.2	18.4
Community and personal service workers	273.6	15.7	*7.6	296.9	6.1	2.2	*1.2
Clerical and administrative workers	348.1	28.5	16.3	392.9	7.8	3.9	2.5
Sales workers	328.6	16.5	27.8	372.9	7.4	2.3	4.2
Machinery operators and drivers	553.0	82.1	23.8	658.9	12.4	11.3	3.6
Labourers	616.5	88.4	39.0	743.8	13.8	12.2	6.0
Total	4 466.8	727.0	654.7	5 848.5	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

EMPLOYED PERSONS(a), Form of employment—By industry and occupation of main job—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Industry of main job							
Agriculture, forestry and fishing	33.9	*7.4	59.0	100.4	0.8	*3.1	14.4
Mining	28.0	**0.5	**0.1	28.6	0.7	**0.2	—
Manufacturing	224.6	11.9	23.8	260.3	5.4	5.0	5.8
Electricity, gas, water and waste services	25.5	**0.6	**1.1	27.2	0.6	**0.3	**0.3
Construction	57.8	15.7	40.7	114.2	1.4	6.6	9.9
Wholesale trade	103.5	*3.1	16.6	123.1	2.5	*1.3	4.0
Retail trade	610.3	13.7	58.6	682.5	14.7	5.7	14.3
Accommodation and food services	358.3	*3.1	30.0	391.3	8.6	*1.3	7.3
Transport, postal and warehousing	115.2	12.0	9.7	136.9	2.8	5.0	2.4
Information media and telecommunications	81.8	**1.3	*2.8	85.9	2.0	**0.5	*0.7
Financial and insurance services	187.6	**2.2	*3.4	193.2	4.5	**0.9	*0.8
Rental, hiring and real estate services	77.3	*6.0	15.7	99.0	1.9	*2.5	3.8
Professional, scientific and technical services	270.0	54.4	36.2	360.6	6.5	22.6	8.8
Administrative and support services	143.4	29.9	18.0	191.4	3.5	12.5	4.4
Public administration and safety	301.1	**2.1	**1.1	304.4	7.3	**0.9	**0.3
Education and training	512.5	20.1	15.2	547.8	12.3	8.4	3.7
Health care and social assistance	806.0	31.8	30.6	868.4	19.4	13.2	7.5
Arts and recreation services	75.8	*7.6	*5.6	89.0	1.8	*3.2	*1.4
Other services	140.3	16.6	41.5	198.5	3.4	6.9	10.1
Occupation of main job							
Managers	304.0	24.4	127.5	455.9	7.3	10.2	31.1
Professionals	1 009.1	76.7	62.8	1 148.6	24.3	31.9	15.3
Technicians and trades workers	180.1	12.3	31.9	224.4	4.3	5.1	7.8
Community and personal service workers	591.1	25.3	22.0	638.4	14.2	10.5	5.4
Clerical and administrative workers	1 036.5	54.4	118.0	1 208.8	25.0	22.6	28.8
Sales workers	599.1	13.9	23.5	636.6	14.4	5.8	5.7
Machinery operators and drivers	62.6	*6.5	*2.6	71.7	1.5	*2.7	*0.6
Labourers	370.2	26.6	21.3	418.2	8.9	11.1	5.2
Total	4 152.8	240.1	409.6	4 802.5	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

— nil or rounded to zero (including null cells)

(a) Excludes people who were contributing family workers in their main job.

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYED PERSONS(a), Form of employment—By industry and occupation of main job—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Industry of main job							
Agriculture, forestry and fishing	151.6	33.5	178.9	364.0	1.8	3.5	16.8
Mining	174.9	*2.4	**1.8	179.1	2.0	*0.2	**0.2
Manufacturing	891.8	47.2	71.3	1 010.3	10.3	4.9	6.7
Electricity, gas, water and waste services	120.4	*3.5	*3.0	127.0	1.4	*0.4	*0.3
Construction	548.4	312.0	128.3	988.7	6.4	32.3	12.1
Wholesale trade	314.3	11.9	52.7	378.8	3.6	1.2	5.0
Retail trade	1 032.6	30.0	124.3	1 186.9	12.0	3.1	11.7
Accommodation and food services	608.3	9.1	66.8	684.3	7.1	0.9	6.3
Transport, postal and warehousing	449.8	92.5	36.1	578.4	5.2	9.6	3.4
Information media and telecommunications	197.1	14.0	9.8	220.8	2.3	1.4	0.9
Financial and insurance services	344.3	13.6	21.3	379.1	4.0	1.4	2.0
Rental, hiring and real estate services	153.6	19.3	32.2	205.0	1.8	2.0	3.0
Professional, scientific and technical services	563.6	141.0	107.4	812.0	6.5	14.6	10.1
Administrative and support services	238.3	67.8	34.4	340.5	2.8	7.0	3.2
Public administration and safety	638.8	8.7	*4.0	651.5	7.4	0.9	*0.4
Education and training	731.5	37.9	21.8	791.2	8.5	3.9	2.0
Health care and social assistance	999.0	45.5	62.1	1 106.6	11.6	4.7	5.8
Arts and recreation services	154.2	22.3	17.6	194.1	1.8	2.3	1.7
Other services	307.2	55.0	90.7	452.9	3.6	5.7	8.5
Occupation of main job							
Managers	792.7	122.5	425.8	1 341.1	9.2	12.7	40.0
Professionals	1 839.0	211.5	184.0	2 234.6	21.3	21.9	17.3
Technicians and trades workers	1 208.5	275.3	152.6	1 636.4	14.0	28.5	14.3
Community and personal service workers	864.7	41.0	29.6	935.3	10.0	4.2	2.8
Clerical and administrative workers	1 384.6	82.8	134.3	1 601.7	16.1	8.6	12.6
Sales workers	927.8	30.4	51.3	1 009.4	10.8	3.1	4.8
Machinery operators and drivers	615.6	88.6	26.4	730.6	7.1	9.2	2.5
Labourers	986.7	115.0	60.3	1 162.0	11.4	11.9	5.7
Total	8 619.6	967.1	1 064.4	10 651.1	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

EMPLOYER PERSONS(a), Form of employment—By work patterns and other working arrangements—By sex

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%

MALES

Days of the week usually worked in all jobs(b)

Monday–Friday	3 292.7	561.1	527.2	4 380.9	73.7	77.2	80.5
Monday	225.1	29.3	27.4	281.8	5.0	4.0	4.2
Tuesday	272.0	32.5	33.1	337.6	6.1	4.5	5.0
Wednesday	283.0	30.6	34.5	348.2	6.3	4.2	5.3
Thursday	305.5	25.8	35.8	367.2	6.8	3.6	5.5
Friday	261.8	24.0	32.3	318.1	5.9	3.3	4.9
Saturday	702.7	230.6	294.3	1 227.5	15.7	31.7	44.9
Sunday	384.5	94.0	168.3	646.8	8.6	12.9	25.7
Days varied	648.4	111.4	77.9	837.8	14.5	15.3	11.9

Number of days usually worked in all jobs

1 day	62.1	*8.5	*5.3	75.9	1.4	*1.2	*0.8
2 days	146.1	20.8	*6.9	173.8	3.3	2.9	*1.0
3 days	200.0	30.4	17.8	248.2	4.5	4.2	2.7
4 days	267.7	27.5	15.2	310.4	6.0	3.8	2.3
5 days	3 169.0	380.7	290.5	3 840.3	70.9	52.4	44.4
6 days	409.4	173.2	161.1	743.7	9.2	23.8	24.6
7 days	212.6	85.8	158.0	456.3	4.8	11.8	24.1

Whether worked weekdays and/or weekends in all jobs

Weekdays only	3 086.2	398.7	283.1	3 767.9	69.1	54.8	43.2
Weekends only	60.1	*3.9	*2.5	66.5	1.3	*0.5	*0.4
Both weekdays and weekends	1 320.5	324.4	369.2	2 014.2	29.6	44.6	56.4

Whether usually required to be on call or standby

Usually required to be on call or standby	1 129.9	254.7	303.0	1 687.6	25.3	35.0	46.3
Not usually required to be on call or standby	3 336.9	472.3	351.7	4 161.0	74.7	65.0	53.7

Whether usually worked the same number of hours each week

Usually worked the same number of hours	3 390.4	397.2	428.9	4 216.5	75.9	54.6	65.5
Did not usually work the same number of hours	1 076.5	329.8	225.8	1 632.1	24.1	45.4	34.5

Whether had some say in start and finish times

Had some say	1 813.2	601.2	585.8	3 000.2	40.6	82.7	89.5
Did not have any say	2 653.6	125.8	69.0	2 848.4	59.4	17.3	10.5

Total	4 466.8	727.0	654.7	5 848.5	100.0	100.0	100.0
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* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to the days of the week people usually work, therefore people may appear in more than one category. See paragraphs 20–21 of the Explanatory Notes for more information.

EMPLOYER PERSONS(a), Form of employment—By work patterns and other working arrangements—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
FEMALES							
Days of the week usually worked in all jobs(b)							
Monday–Friday	2 290.9	116.8	229.3	2 637.1	55.2	48.7	56.0
Monday	601.4	32.9	54.9	689.2	14.5	13.7	13.4
Tuesday	664.6	44.0	61.7	770.4	16.0	18.3	15.1
Wednesday	692.1	47.2	65.4	804.7	16.7	19.6	16.0
Thursday	732.2	47.6	67.0	846.8	17.6	19.8	16.4
Friday	602.4	37.7	52.9	692.9	14.5	15.7	12.9
Saturday	616.8	46.5	143.7	807.0	14.9	19.4	35.1
Sunday	373.7	33.3	84.1	491.1	9.0	13.9	20.5
Days varied	616.1	46.4	75.3	737.8	14.8	19.3	18.4
Number of days usually worked in all jobs							
1 day	129.5	13.6	15.0	158.1	3.1	5.7	3.7
2 days	331.7	26.7	27.4	385.8	8.0	11.1	6.7
3 days	535.3	32.2	52.1	619.6	12.9	13.4	12.7
4 days	454.7	30.5	33.8	519.0	10.9	12.7	8.3
5 days	2 406.2	88.4	149.4	2 644.0	57.9	36.8	36.5
6 days	180.9	19.4	56.6	256.8	4.4	8.1	13.8
7 days	114.5	29.4	75.3	219.2	2.8	12.3	18.4
Whether worked weekdays and/or weekends in all jobs							
Weekdays only	2 913.9	159.5	208.4	3 281.8	70.2	66.4	50.9
Weekends only	85.4	**1.3	*4.0	90.7	2.1	**0.6	*1.0
Both weekdays and weekends	1 153.5	79.3	197.3	1 430.0	27.8	33.0	48.2
Whether usually required to be on call or standby							
Usually required to be on call or standby	762.7	65.9	156.0	984.6	18.4	27.4	38.1
Not usually required to be on call or standby	3 390.1	174.2	253.7	3 817.9	81.6	72.6	61.9
Whether usually worked the same number of hours each week							
Usually worked the same number of hours	3 237.2	139.6	282.7	3 659.5	78.0	58.2	69.0
Did not usually work the same number of hours	915.6	100.5	127.0	1 143.0	22.0	41.8	31.0
Whether had some say in start and finish times							
Had some say	1 748.9	212.8	361.1	2 322.8	42.1	88.6	88.1
Did not have any say	2 403.9	27.3	48.6	2 479.7	57.9	11.4	11.9
Total	4 152.8	240.1	409.6	4 802.5	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to the days of the week people usually work, therefore people may appear in more than one category. See paragraphs 20–21 of the Explanatory Notes for more information.

EMPLOYER PERSONS(a), Form of employment—By work patterns and other working arrangements—By sex *continued*

	Employees	Independent contractors	Other business operators	Total	Employees	Independent contractors	Other business operators
	'000	'000	'000	'000	%	%	%
PERSONS							
Days of the week usually worked in all jobs(b)							
Monday–Friday	5 583.6	677.9	756.5	7 018.0	64.8	70.1	71.1
Monday	826.5	62.2	82.3	971.0	9.6	6.4	7.7
Tuesday	936.6	76.6	94.8	1 108.0	10.9	7.9	8.9
Wednesday	975.1	77.8	99.9	1 152.9	11.3	8.0	9.4
Thursday	1 037.7	73.5	102.8	1 214.0	12.0	7.6	9.7
Friday	864.2	61.7	85.1	1 011.0	10.0	6.4	8.0
Saturday	1 319.5	277.0	438.0	2 034.5	15.3	28.6	41.1
Sunday	758.3	127.3	252.4	1 137.9	8.8	13.2	23.7
Days varied	1 264.5	157.8	153.3	1 575.6	14.7	16.3	14.4
Number of days usually worked in all jobs							
1 day	191.6	22.1	20.3	234.0	2.2	2.3	1.9
2 days	477.8	47.5	34.3	559.5	5.5	4.9	3.2
3 days	735.3	62.6	69.9	867.8	8.5	6.5	6.6
4 days	722.4	58.0	49.0	829.4	8.4	6.0	4.6
5 days	5 575.2	469.1	440.0	6 484.3	64.7	48.5	41.3
6 days	590.3	192.6	217.7	1 000.5	6.8	19.9	20.5
7 days	327.1	115.2	233.2	675.5	3.8	11.9	21.9
Whether worked weekdays and/or weekends in all jobs							
Weekdays only	6 000.1	558.1	491.5	7 049.7	69.6	57.7	46.2
Weekends only	145.5	*5.2	*6.5	157.2	1.7	*0.5	*0.6
Both weekdays and weekends	2 474.0	403.7	566.5	3 444.2	28.7	41.7	53.2
Whether usually required to be on call or standby							
Usually required to be on call or standby	1 892.6	320.6	459.0	2 672.2	22.0	33.1	43.1
Not usually required to be on call or standby	6 727.0	646.5	605.4	7 978.9	78.0	66.9	56.9
Whether usually worked the same number of hours each week							
Usually worked the same number of hours	6 627.5	536.8	711.6	7 876.0	76.9	55.5	66.9
Did not usually work the same number of hours	1 992.1	430.3	352.8	2 775.1	23.1	44.5	33.1
Whether had some say in start and finish times							
Had some say	3 562.1	814.0	946.9	5 323.0	41.3	84.2	89.0
Did not have any say	5 057.5	153.1	117.5	5 328.1	58.7	15.8	11.0
Total	8 619.6	967.1	1 064.4	10 651.1	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Excludes people who were contributing family workers in their main job.

(b) Refers to the days of the week people usually work, therefore people may appear in more than one category. See paragraphs 20–21 of the Explanatory Notes for more information.

EMPLOYEES, Whether had paid leave entitlements—By industry and occupation of main job—By sex

	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	76.3	41.3	117.6	64.9	35.1	100.0
Mining	134.3	12.6	146.9	91.4	8.6	100.0
Manufacturing	588.8	78.3	667.2	88.3	11.7	100.0
Electricity, gas, water and waste services	89.1	*5.8	95.0	93.9	*6.1	100.0
Construction	385.1	105.5	490.6	78.5	21.5	100.0
Wholesale trade	185.8	24.9	210.8	88.2	11.8	100.0
Retail trade	274.4	148.0	422.3	65.0	35.0	100.0
Accommodation and food services	104.3	145.7	250.0	41.7	58.3	100.0
Transport, postal and warehousing	264.9	69.7	334.6	79.2	20.8	100.0
Information media and telecommunications	94.1	21.2	115.3	81.6	18.4	100.0
Financial and insurance services	147.5	9.2	156.7	94.1	5.9	100.0
Rental, hiring and real estate services	58.8	17.5	76.3	77.1	22.9	100.0
Professional, scientific and technical services	264.1	29.6	293.6	89.9	10.1	100.0
Administrative and support services	63.2	31.7	94.9	66.6	33.4	100.0
Public administration and safety	312.7	25.1	337.7	92.6	7.4	100.0
Education and training	186.0	33.0	219.0	84.9	15.1	100.0
Health care and social assistance	153.5	39.4	193.0	79.6	20.4	100.0
Arts and recreation services	54.1	24.3	78.4	69.0	31.0	100.0
Other services	146.4	20.4	166.8	87.8	12.2	100.0
Occupation of main job						
Managers	463.3	25.5	488.7	94.8	5.2	100.0
Professionals	754.6	75.3	829.9	90.9	9.1	100.0
Technicians and trades workers	888.5	139.9	1 028.4	86.4	13.6	100.0
Community and personal service workers	181.3	92.3	273.6	66.3	33.7	100.0
Clerical and administrative workers	297.6	50.5	348.1	85.5	14.5	100.0
Sales workers	213.1	115.6	328.6	64.8	35.2	100.0
Machinery operators and drivers	438.2	114.8	553.0	79.2	20.8	100.0
Labourers	347.0	269.4	616.5	56.3	43.7	100.0
Total	3 583.6	883.2	4 466.8	80.2	19.8	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES, Whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>Total</i>
'000	'000	'000	%	%	%

FEMALES

Industry of main job

Agriculture, forestry and fishing	15.9	18.0	33.9	46.9	53.1	100.0
Mining	24.8	*3.2	28.0	88.6	*11.4	100.0
Manufacturing	169.4	55.2	224.6	75.4	24.6	100.0
Electricity, gas, water and waste services	23.8	**1.7	25.5	93.3	**6.7	100.0
Construction	44.7	13.0	57.8	77.4	22.6	100.0
Wholesale trade	78.9	24.6	103.5	76.3	23.7	100.0
Retail trade	329.5	280.7	610.3	54.0	46.0	100.0
Accommodation and food services	107.3	251.0	358.3	29.9	70.1	100.0
Transport, postal and warehousing	87.2	28.0	115.2	75.7	24.3	100.0
Information media and telecommunications	68.2	13.6	81.8	83.3	16.7	100.0
Financial and insurance services	178.7	8.9	187.6	95.3	4.7	100.0
Rental, hiring and real estate services	56.1	21.1	77.3	72.7	27.3	100.0
Professional, scientific and technical services	218.2	51.8	270.0	80.8	19.2	100.0
Administrative and support services	99.3	44.1	143.4	69.2	30.8	100.0
Public administration and safety	278.8	22.3	301.1	92.6	7.4	100.0
Education and training	442.0	70.5	512.5	86.2	13.8	100.0
Health care and social assistance	648.1	157.9	806.0	80.4	19.6	100.0
Arts and recreation services	32.5	43.2	75.8	43.0	57.0	100.0
Other services	97.2	43.1	140.3	69.3	30.7	100.0

Occupation of main job

Managers	274.4	29.6	304.0	90.3	9.7	100.0
Professionals	895.8	113.3	1 009.1	88.8	11.2	100.0
Technicians and trades workers	129.9	50.3	180.1	72.1	27.9	100.0
Community and personal service workers	362.4	228.7	591.1	61.3	38.7	100.0
Clerical and administrative workers	854.1	182.4	1 036.5	82.4	17.6	100.0
Sales workers	262.4	336.7	599.1	43.8	56.2	100.0
Machinery operators and drivers	46.6	16.0	62.6	74.4	25.6	100.0
Labourers	175.2	195.0	370.2	47.3	52.7	100.0
<i>Total</i>	<i>3 000.8</i>	<i>1 152.0</i>	<i>4 152.8</i>	<i>72.3</i>	<i>27.7</i>	<i>100.0</i>

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

	With paid leave entitlements	Without paid leave entitlements	Total	With paid leave entitlements	Without paid leave entitlements	Total
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	92.2	59.4	151.6	60.8	39.2	100.0
Mining	159.1	15.8	174.9	91.0	9.0	100.0
Manufacturing	758.2	133.6	891.8	85.0	15.0	100.0
Electricity, gas, water and waste services	112.9	*7.5	120.4	93.8	*6.2	100.0
Construction	429.9	118.5	548.4	78.4	21.6	100.0
Wholesale trade	264.8	49.5	314.3	84.2	15.8	100.0
Retail trade	603.9	428.7	1 032.6	58.5	41.5	100.0
Accommodation and food services	211.7	396.6	608.3	34.8	65.2	100.0
Transport, postal and warehousing	352.1	97.6	449.8	78.3	21.7	100.0
Information media and telecommunications	162.2	34.9	197.1	82.3	17.7	100.0
Financial and insurance services	326.3	18.0	344.3	94.8	5.2	100.0
Rental, hiring and real estate services	115.0	38.6	153.6	74.9	25.1	100.0
Professional, scientific and technical services	482.3	81.3	563.6	85.6	14.4	100.0
Administrative and support services	162.5	75.8	238.3	68.2	31.8	100.0
Public administration and safety	591.4	47.4	638.8	92.6	7.4	100.0
Education and training	628.0	103.5	731.5	85.8	14.2	100.0
Health care and social assistance	801.6	197.3	999.0	80.2	19.8	100.0
Arts and recreation services	86.7	67.5	154.2	56.2	43.8	100.0
Other services	243.7	63.5	307.2	79.3	20.7	100.0
Occupation of main job						
Managers	737.7	55.0	792.7	93.1	6.9	100.0
Professionals	1 650.4	188.6	1 839.0	89.7	10.3	100.0
Technicians and trades workers	1 018.3	190.2	1 208.5	84.3	15.7	100.0
Community and personal service workers	543.7	321.0	864.7	62.9	37.1	100.0
Clerical and administrative workers	1 151.7	232.9	1 384.6	83.2	16.8	100.0
Sales workers	475.5	452.3	927.8	51.3	48.7	100.0
Machinery operators and drivers	484.8	130.8	615.6	78.7	21.3	100.0
Labourers	522.3	464.4	986.7	52.9	47.1	100.0
Total	6 584.4	2 035.2	8 619.6	76.4	23.6	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total(a)
	'000	'000	'000	%	%	%
MALES						
Industry of main job						
Agriculture, forestry and fishing	**0.5	117.1	117.6	*0.4	99.6	100.0
Mining	*3.6	143.3	146.9	*2.5	97.5	100.0
Manufacturing	*3.8	663.3	667.2	*0.6	99.4	100.0
Electricity, gas, water and waste services	*2.9	92.0	95.0	*3.1	96.9	100.0
Construction	10.0	480.6	490.6	2.0	98.0	100.0
Wholesale trade	*2.4	208.4	210.8	*1.1	98.9	100.0
Retail trade	*3.9	418.5	422.3	*0.9	99.1	100.0
Accommodation and food services	*2.4	247.6	250.0	*1.0	99.0	100.0
Transport, postal and warehousing	*4.0	330.6	334.6	*1.2	98.8	100.0
Information media and telecommunications	*6.4	108.9	115.3	*5.6	94.4	100.0
Financial and insurance services	*7.2	149.6	156.7	*4.6	95.4	100.0
Rental, hiring and real estate services	**0.5	75.7	76.3	**0.7	99.3	100.0
Professional, scientific and technical services	11.2	282.4	293.6	3.8	96.2	100.0
Administrative and support services	*4.5	90.4	94.9	*4.7	95.3	100.0
Public administration and safety	14.1	323.6	337.7	4.2	95.8	100.0
Education and training	33.3	185.7	219.0	15.2	84.8	100.0
Health care and social assistance	10.3	182.7	193.0	5.3	94.7	100.0
Arts and recreation services	*6.3	72.1	78.4	*8.1	91.9	100.0
Other services	*3.6	163.3	166.8	*2.1	97.9	100.0
Occupation of main job						
Managers	14.5	474.2	488.7	3.0	97.0	100.0
Professionals	68.8	761.1	829.9	8.3	91.7	100.0
Technicians and trades workers	17.3	1 011.1	1 028.4	1.7	98.3	100.0
Community and personal service workers	*7.2	266.4	273.6	*2.6	97.4	100.0
Clerical and administrative workers	13.4	334.7	348.1	3.8	96.2	100.0
Sales workers	**1.0	327.6	328.6	**0.3	99.7	100.0
Machinery operators and drivers	*4.3	548.7	553.0	*0.8	99.2	100.0
Labourers	*4.5	612.0	616.5	*0.7	99.3	100.0
Total	131.1	4 335.7	4 466.8	2.9	97.1	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes females.

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total(a)
	'000	'000	'000	%	%	%
FEMALES						
Industry of main job						
Agriculture, forestry and fishing	—	33.9	33.9	—	100.0	100.0
Mining	*2.9	25.1	28.0	*10.4	89.6	100.0
Manufacturing	*4.5	220.1	224.6	*2.0	98.0	100.0
Electricity, gas, water and waste services	**2.1	23.4	25.5	**8.2	91.8	100.0
Construction	**1.6	56.1	57.8	**2.8	97.2	100.0
Wholesale trade	**1.8	101.7	103.5	*1.7	98.3	100.0
Retail trade	*3.4	606.9	610.3	*0.6	99.4	100.0
Accommodation and food services	*3.1	355.2	358.3	*0.9	99.1	100.0
Transport, postal and warehousing	*5.5	109.7	115.2	*4.7	95.3	100.0
Information media and telecommunications	*3.4	78.4	81.8	*4.2	95.8	100.0
Financial and insurance services	*3.3	184.3	187.6	*1.7	98.3	100.0
Rental, hiring and real estate services	**1.2	76.1	77.3	**1.5	98.5	100.0
Professional, scientific and technical services	9.3	260.7	270.0	3.4	96.6	100.0
Administrative and support services	*4.8	138.6	143.4	*3.4	96.6	100.0
Public administration and safety	25.8	275.3	301.1	8.6	91.4	100.0
Education and training	69.1	443.5	512.5	13.5	86.5	100.0
Health care and social assistance	32.8	773.2	806.0	4.1	95.9	100.0
Arts and recreation services	*4.8	71.0	75.8	*6.3	93.7	100.0
Other services	*4.5	135.8	140.3	*3.2	96.8	100.0
Occupation of main job						
Managers	13.8	290.2	304.0	4.5	95.5	100.0
Professionals	83.8	925.4	1 009.1	8.3	91.7	100.0
Technicians and trades workers	*3.6	176.5	180.1	*2.0	98.0	100.0
Community and personal service workers	24.1	567.0	591.1	4.1	95.9	100.0
Clerical and administrative workers	49.1	987.4	1 036.5	4.7	95.3	100.0
Sales workers	*5.6	593.6	599.1	*0.9	99.1	100.0
Machinery operators and drivers	**1.2	61.4	62.6	**1.9	98.1	100.0
Labourers	*2.6	367.7	370.2	*0.7	99.3	100.0
Total	183.8	3 969.0	4 152.8	4.4	95.6	100.0

- * estimate has a relative standard error of 25% to 50% and should be used with caution
- ** estimate has a relative standard error greater than 50% and is considered too unreliable for general use
- nil or rounded to zero (including null cells)
- (a) Includes females.

EMPLOYEES, Whether worked on a fixed-term contract—By industry and occupation of main job—By sex *continued*

	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total	Worked on a fixed-term contract	Did not work on a fixed-term contract	Total(a)
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, forestry and fishing	*0.5	151.1	151.6	*0.3	99.7	100.0
Mining	*6.5	168.4	174.9	*3.7	96.3	100.0
Manufacturing	*8.3	883.4	891.8	*0.9	99.1	100.0
Electricity, gas, water and waste services	*5.0	115.4	120.4	*4.2	95.8	100.0
Construction	11.7	536.7	548.4	2.1	97.9	100.0
Wholesale trade	*4.2	310.1	314.3	*1.3	98.7	100.0
Retail trade	*7.3	1 025.4	1 032.6	*0.7	99.3	100.0
Accommodation and food services	*5.6	602.7	608.3	*0.9	99.1	100.0
Transport, postal and warehousing	9.5	440.3	449.8	2.1	97.9	100.0
Information media and telecommunications	9.9	187.2	197.1	5.0	95.0	100.0
Financial and insurance services	10.4	333.9	344.3	3.0	97.0	100.0
Rental, hiring and real estate services	**1.7	151.9	153.6	**1.1	98.9	100.0
Professional, scientific and technical services	20.4	543.2	563.6	3.6	96.4	100.0
Administrative and support services	9.3	229.0	238.3	3.9	96.1	100.0
Public administration and safety	39.9	598.9	638.8	6.2	93.8	100.0
Education and training	102.4	629.1	731.5	14.0	86.0	100.0
Health care and social assistance	43.1	955.9	999.0	4.3	95.7	100.0
Arts and recreation services	11.1	143.1	154.2	7.2	92.8	100.0
Other services	*8.1	299.1	307.2	*2.6	97.4	100.0
Occupation of main job						
Managers	28.4	764.3	792.7	3.6	96.4	100.0
Professionals	152.6	1 686.5	1 839.0	8.3	91.7	100.0
Technicians and trades workers	21.0	1 187.6	1 208.5	1.7	98.3	100.0
Community and personal service workers	31.3	833.4	864.7	3.6	96.4	100.0
Clerical and administrative workers	62.5	1 322.1	1 384.6	4.5	95.5	100.0
Sales workers	*6.6	921.1	927.8	*0.7	99.3	100.0
Machinery operators and drivers	*5.5	610.1	615.6	*0.9	99.1	100.0
Labourers	*7.1	979.6	986.7	*0.7	99.3	100.0
Total	314.9	8 304.7	8 619.6	3.7	96.3	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes females.

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements		Without paid leave entitlements	
	'000	'000	'000	'000	'000	%	'000	%
MALES								
Industry of main job								
Agriculture, forestry and fishing	74.9	27.2	**1.4	14.1	76.3	64.9	41.3	35.1
Mining	134.2	11.7	**0.2	**0.9	134.3	91.4	12.6	8.6
Manufacturing	572.5	51.2	16.3	27.1	588.8	88.3	78.3	11.7
Electricity, gas, water and waste services	85.8	*4.1	*3.3	**1.7	89.1	93.9	*5.8	*6.1
Construction	377.9	83.6	*7.2	21.9	385.1	78.5	105.5	21.5
Wholesale trade	180.6	16.0	*5.3	8.9	185.8	88.2	24.9	11.8
Retail trade	239.5	26.3	34.9	121.7	274.4	65.0	148.0	35.0
Accommodation and food services	86.4	32.7	18.0	112.9	104.3	41.7	145.7	58.3
Transport, postal and warehousing	255.7	35.6	9.2	34.1	264.9	79.2	69.7	20.8
Information media and telecommunications	92.2	*7.8	**1.9	13.4	94.1	81.6	21.2	18.4
Financial and insurance services	143.5	*5.6	*4.1	*3.6	147.5	94.1	9.2	5.9
Rental, hiring and real estate services	57.4	10.1	**1.4	*7.3	58.8	77.1	17.5	22.9
Professional, scientific and technical services	255.2	20.1	8.9	9.5	264.1	89.9	29.6	10.1
Administrative and support services	56.0	20.5	*7.2	11.2	63.2	66.6	31.7	33.4
Public administration and safety	299.8	13.1	12.9	12.0	312.7	92.6	25.1	7.4
Education and training	160.4	9.1	25.6	23.9	186.0	84.9	33.0	15.1
Health care and social assistance	129.7	11.3	23.9	28.1	153.5	79.6	39.4	20.4
Arts and recreation services	49.8	*6.7	*4.3	17.6	54.1	69.0	24.3	31.0
Other services	138.6	13.0	*7.8	*7.4	146.4	87.8	20.4	12.2
Occupation of main job								
Managers	454.8	17.3	*8.5	*8.2	463.3	94.8	25.5	5.2
Professionals	713.4	43.5	41.2	31.8	754.6	90.9	75.3	9.1
Technicians and trades workers	864.1	95.5	24.4	44.4	888.5	86.4	139.9	13.6
Community and personal service workers	161.0	21.2	20.3	71.1	181.3	66.3	92.3	33.7
Clerical and administrative workers	282.5	23.3	15.1	27.2	297.6	85.5	50.5	14.5
Sales workers	184.5	25.9	28.6	89.7	213.1	64.8	115.6	35.2
Machinery operators and drivers	425.5	69.9	12.7	44.9	438.2	79.2	114.8	20.8
Labourers	304.0	109.2	43.0	160.2	347.0	56.3	269.4	43.7
Total	3 389.9	405.7	193.7	477.5	3 583.6	80.2	883.2	19.8

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements	Without paid leave entitlements	With paid leave entitlements		Without paid leave entitlements	
	'000	'000	'000	'000	'000	%	'000	%
FEMALES								
Industry of main job								
Agriculture, forestry and fishing	13.3	*6.2	*2.6	11.9	15.9	46.9	18.0	53.1
Mining	23.4	**1.6	**1.4	**1.6	24.8	88.6	*3.2	*11.4
Manufacturing	136.3	24.1	33.1	31.1	169.4	75.4	55.2	24.6
Electricity, gas, water and waste services	19.4	—	*4.4	**1.7	23.8	93.3	**1.7	**6.7
Construction	38.1	*4.2	*6.6	8.8	44.7	77.4	13.0	22.6
Wholesale trade	64.9	10.6	14.0	14.0	78.9	76.3	24.6	23.7
Retail trade	195.7	26.6	133.9	254.2	329.5	54.0	280.7	46.0
Accommodation and food services	73.9	37.0	33.4	214.0	107.3	29.9	251.0	70.1
Transport, postal and warehousing	68.9	*6.9	18.3	21.1	87.2	75.7	28.0	24.3
Information media and telecommunications	56.3	*3.5	11.8	10.2	68.2	83.3	13.6	16.7
Financial and insurance services	139.8	*3.6	39.0	*5.2	178.7	95.3	8.9	4.7
Rental, hiring and real estate services	43.4	*3.4	12.8	17.7	56.1	72.7	21.1	27.3
Professional, scientific and technical services	174.7	12.0	43.6	39.8	218.2	80.8	51.8	19.2
Administrative and support services	73.1	9.8	26.2	34.4	99.3	69.2	44.1	30.8
Public administration and safety	218.4	*5.7	60.4	16.6	278.8	92.6	22.3	7.4
Education and training	288.1	*8.5	153.9	62.0	442.0	86.2	70.5	13.8
Health care and social assistance	377.7	25.8	270.4	132.1	648.1	80.4	157.9	19.6
Arts and recreation services	23.2	*4.2	9.3	39.0	32.5	43.0	43.2	57.0
Other services	66.3	*7.1	30.9	36.0	97.2	69.3	43.1	30.7
Occupation of main job								
Managers	238.8	11.7	35.6	17.8	274.4	90.3	29.6	9.7
Professionals	653.7	23.0	242.1	90.3	895.8	88.8	113.3	11.2
Technicians and trades workers	101.4	16.1	28.4	34.2	129.9	72.1	50.3	27.9
Community and personal service workers	196.6	34.2	165.8	194.4	362.4	61.3	228.7	38.7
Clerical and administrative workers	614.1	38.9	240.0	143.4	854.1	82.4	182.4	17.6
Sales workers	148.9	31.8	113.5	304.9	262.4	43.8	336.7	56.2
Machinery operators and drivers	37.2	*6.7	9.4	9.4	46.6	74.4	16.0	25.6
Labourers	104.3	38.2	71.0	156.8	175.2	47.3	195.0	52.7
Total	2 095.0	200.7	905.9	951.3	3 000.8	72.3	1 152.0	27.7

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

EMPLOYEES, Full-time or part-time status in main job—By whether had paid leave entitlements—By industry and occupation of main job—By sex *continued*

	FULL-TIME WORKERS		PART-TIME WORKERS		TOTAL			
	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>	<i>Without paid leave entitlements</i>	<i>With paid leave entitlements</i>		<i>Without paid leave entitlements</i>	
	'000	'000	'000	'000	'000	%	'000	%
PERSONS								
Industry of main job								
Agriculture, forestry and fishing	88.2	33.4	*4.0	26.0	92.2	60.8	59.4	39.2
Mining	157.6	13.3	**1.6	*2.5	159.1	91.0	15.8	9.0
Manufacturing	708.8	75.3	49.4	58.2	758.2	85.0	133.6	15.0
Electricity, gas, water and waste services	105.2	*4.1	*7.7	*3.4	112.9	93.8	*7.5	*6.2
Construction	416.0	87.8	13.9	30.7	429.9	78.4	118.5	21.6
Wholesale trade	245.5	26.6	19.2	22.9	264.8	84.2	49.5	15.8
Retail trade	435.2	52.9	168.7	375.9	603.9	58.5	428.7	41.5
Accommodation and food services	160.3	69.7	51.4	326.9	211.7	34.8	396.6	65.2
Transport, postal and warehousing	324.6	42.5	27.5	55.2	352.1	78.3	97.6	21.7
Information media and telecommunications	148.5	11.3	13.7	23.6	162.2	82.3	34.9	17.7
Financial and insurance services	283.2	9.3	43.0	8.8	326.3	94.8	18.0	5.2
Rental, hiring and real estate services	100.8	13.5	14.2	25.1	115.0	74.9	38.6	25.1
Professional, scientific and technical services	429.9	32.1	52.4	49.2	482.3	85.6	81.3	14.4
Administrative and support services	129.1	30.2	33.4	45.6	162.5	68.2	75.8	31.8
Public administration and safety	518.2	18.8	73.3	28.6	591.4	92.6	47.4	7.4
Education and training	448.5	17.6	179.6	85.9	628.0	85.8	103.5	14.2
Health care and social assistance	507.4	37.1	294.3	160.2	801.6	80.2	197.3	19.8
Arts and recreation services	73.1	11.0	13.6	56.6	86.7	56.2	67.5	43.8
Other services	204.9	20.1	38.7	43.4	243.7	79.3	63.5	20.7
Occupation of main job								
Managers	693.6	29.0	44.1	26.0	737.7	93.1	55.0	6.9
Professionals	1 367.1	66.5	283.3	122.1	1 650.4	89.7	188.6	10.3
Technicians and trades workers	965.6	111.6	52.8	78.6	1 018.3	84.3	190.2	15.7
Community and personal service workers	357.6	55.4	186.1	265.5	543.7	62.9	321.0	37.1
Clerical and administrative workers	896.6	62.3	255.1	170.6	1 151.7	83.2	232.9	16.8
Sales workers	333.4	57.6	142.1	394.6	475.5	51.3	452.3	48.7
Machinery operators and drivers	462.7	76.6	22.1	54.3	484.8	78.7	130.8	21.3
Labourers	408.3	147.4	114.0	317.0	522.3	52.9	464.4	47.1
Total	5 484.8	606.4	1 099.6	1 428.8	6 584.4	76.4	2 035.2	23.6

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** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Whether had paid leave entitlements—By selected employment characteristics—By sex

	With paid leave entitlements	Without paid leave entitlements	Employees	With paid leave entitlements	Without paid leave entitlements	Total
	'000	'000	'000	%	%	%
MALES						
Length of set employment completion date/event(a)						
Had a set completion date/event	171.9	52.6	224.5	4.8	6.0	5.0
Less than 1 year	94.6	47.6	142.2	2.6	5.4	3.2
Under 3 months	59.8	36.5	96.3	1.7	4.1	2.2
3 and under 6 months	11.3	*4.1	15.5	0.3	*0.5	0.3
6 and under 12 months	23.5	*7.0	30.5	0.7	*0.8	0.7
1 year	25.0	**2.1	27.1	0.7	**0.2	0.6
2 years	22.6	**1.5	24.2	0.6	**0.2	0.5
3 years and over	29.7	**1.4	31.1	0.8	**0.2	0.7
Did not have a set completion date/event	3 411.7	830.6	4 242.3	95.2	94.0	95.0
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	100.8	30.3	131.1	2.8	3.4	2.9
Did not work on a fixed-term contract	3 482.8	852.9	4 335.7	97.2	96.6	97.1
Total	3 583.6	883.2	4 466.8	100.0	100.0	100.0
FEMALES						
Length of set employment completion date/event(a)						
Had a set completion date/event	191.7	69.6	261.2	6.4	6.0	6.3
Less than 1 year	151.1	63.8	214.9	5.0	5.5	5.2
Under 3 months	95.0	49.6	144.6	3.2	4.3	3.5
3 and under 6 months	19.4	*7.7	27.1	0.6	*0.7	0.7
6 and under 12 months	36.7	*6.5	43.2	1.2	*0.6	1.0
1 year	19.5	*3.5	23.0	0.7	*0.3	0.6
2 years	11.4	**0.5	11.9	0.4	—	0.3
3 years and over	9.6	**1.8	11.5	0.3	**0.2	0.3
Did not have a set completion date/event	2 809.2	1 082.4	3 891.6	93.6	94.0	93.7
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	145.2	38.5	183.8	4.8	3.3	4.4
Did not work on a fixed-term contract	2 855.6	1 113.4	3 969.0	95.2	96.7	95.6
Total	3 000.8	1 152.0	4 152.8	100.0	100.0	100.0
PERSONS						
Length of set employment completion date/event(a)						
Had a set completion date/event	363.6	122.2	485.8	5.5	6.0	5.6
Less than 1 year	245.7	111.4	357.1	3.7	5.5	4.1
Under 3 months	154.8	86.0	240.8	2.4	4.2	2.8
3 and under 6 months	30.7	11.9	42.6	0.5	0.6	0.5
6 and under 12 months	60.2	13.5	73.7	0.9	0.7	0.9
1 year	44.5	*5.6	50.1	0.7	*0.3	0.6
2 years	34.0	**2.0	36.0	0.5	**0.1	0.4
3 years and over	39.3	*3.3	42.6	0.6	*0.2	0.5
Did not have a set completion date/event	6 220.9	1 913.0	8 133.8	94.5	94.0	94.4
Whether worked on a fixed-term contract						
Worked on a fixed-term contract	246.0	68.8	314.9	3.7	3.4	3.7
Did not work on a fixed-term contract	6 338.4	1 966.3	8 304.7	96.3	96.6	96.3
Total	6 584.4	2 035.2	8 619.6	100.0	100.0	100.0

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— nil or rounded to zero (including null cells)

(a) From the date of interview.

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

EMPLOYEES, Selected employment benefits—By sex

	<i>Males</i>	<i>Females</i>	<i>Persons</i>	<i>Males</i>	<i>Females</i>	<i>Persons</i>
	'000	'000	'000	%	%	%
Whether entitled to paid holiday leave						
Entitled to paid holiday leave	3 550.5	2 958.4	6 508.9	79.5	71.2	75.5
Not entitled to paid holiday leave	876.1	1 154.9	2 031.0	19.6	27.8	23.6
Did not know	40.2	39.5	79.7	0.9	1.0	0.9
Whether entitled to paid sick leave						
Entitled to paid sick leave	3 545.5	2 973.5	6 519.0	79.4	71.6	75.6
Not entitled to paid sick leave	871.5	1 140.4	2 011.9	19.5	27.5	23.3
Did not know	49.8	38.9	88.7	1.1	0.9	1.0
Whether entitled to paid long service leave						
Entitled to paid long service leave	3 268.4	2 729.8	5 998.2	73.2	65.7	69.6
Not entitled to paid long service leave	896.5	1 141.9	2 038.4	20.1	27.5	23.6
Did not know	301.9	281.1	583.0	6.8	6.8	6.8
Whether entitled to paid maternity/paternity leave						
Entitled to paid maternity/paternity leave	1 828.4	1 968.1	3 796.4	40.9	47.4	44.0
Not entitled to paid maternity/paternity leave	1 419.1	1 529.3	2 948.4	31.8	36.8	34.2
Did not know	1 219.3	655.4	1 874.8	27.3	15.8	21.7
Total	4 466.8	4 152.8	8 619.6	100.0	100.0	100.0

INDEPENDENT CONTRACTORS, Number of employees and selected employment characteristics—By sex

	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
Number of employees						
None	558.3	203.2	761.5	76.8	84.6	78.7
1–4	116.8	25.5	142.3	16.1	10.6	14.7
5–9	35.0	*7.2	42.2	4.8	*3.0	4.4
10–19	12.2	*2.4	14.6	1.7	*1.0	1.5
20 or more	*4.6	**1.8	*6.4	*0.6	**0.7	*0.7
Whether usually able to work on more than one active contract						
Usually able to	535.3	171.3	706.6	73.6	71.4	73.1
Not usually able to	191.7	68.8	260.5	26.4	28.6	26.9
Whether had more than one active contract in reference week						
Had only one active contract	384.1	133.8	517.9	52.8	55.7	53.6
Had more than one active contract	342.9	106.3	449.2	47.2	44.3	46.4
Whether able to (sub)contract own work						
Able to (sub)contract own work	487.3	141.5	628.8	67.0	58.9	65.0
Was not able to (sub)contract own work	239.7	98.6	338.3	33.0	41.1	35.0
Who had authority over own working procedures						
Did not have authority over own work	272.3	97.5	369.8	37.5	40.6	38.2
Employer/supervisor/manager/foreman	79.8	30.2	110.0	11.0	12.6	11.4
Business/person contracted to	81.7	22.6	104.3	11.2	9.4	10.8
Customer	50.7	16.2	66.9	7.0	6.8	6.9
Business partner	*6.6	*4.4	11.0	*0.9	*1.8	1.1
Board of management/chairman of the board	*2.7	*3.5	*6.2	*0.4	*1.5	*0.6
Franchising company	*4.4	**1.5	*6.0	*0.6	**0.6	*0.6
Government or other regulation/standard	41.8	16.2	58.0	5.8	6.7	6.0
Other	*4.5	*2.8	*7.4	*0.6	*1.2	*0.8
Had authority over own work	454.7	142.6	597.3	62.5	59.4	61.8
Total	727.0	240.1	967.1	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

INDEPENDENT CONTRACTORS, Whether usually able to work on more than one active contract—By industry and occupation of main job—By sex

	<i>Usually able to</i>	<i>Not usually able to</i>	<i>Total</i>	<i>Usually able to</i>	<i>Not usually able to</i>	<i>Total</i>
	'000	'000	'000	%	%	%
MALES						
<i>Industry of main job</i>						
Agriculture, forestry and fishing	14.3	11.8	26.1	54.8	45.2	100.0
Mining	**1.1	**0.8	**1.9	**56.8	**43.2	**100.0
Manufacturing	26.8	*8.5	35.3	75.9	*24.1	100.0
Electricity, gas, water and waste services	**0.9	**2.0	*2.9	**30.3	**69.7	*100.0
Construction	229.4	66.8	296.2	77.4	22.6	100.0
Wholesale trade	*5.0	*3.7	8.8	*57.4	*42.6	100.0
Retail trade	12.5	*3.8	16.3	76.5	*23.5	100.0
Accommodation and food services	**2.2	*3.9	*6.1	**35.8	*64.2	*100.0
Transport, postal and warehousing	44.2	36.3	80.5	55.0	45.0	100.0
Information media and telecommunications	*8.4	*4.3	12.7	*66.4	*33.6	100.0
Financial and insurance services	*7.8	*3.5	11.4	*69.1	*30.9	100.0
Rental, hiring and real estate services	11.6	**1.6	13.2	87.7	**12.3	100.0
Professional, scientific and technical services	70.7	15.9	86.6	81.6	18.4	100.0
Administrative and support services	32.7	*5.1	37.8	86.5	*13.5	100.0
Public administration and safety	*3.0	*3.6	*6.6	*45.8	*54.2	*100.0
Education and training	14.5	*3.3	17.8	81.3	*18.7	100.0
Health care and social assistance	*8.5	*5.2	13.7	*61.8	*38.2	100.0
Arts and recreation services	10.7	*4.0	14.6	72.9	*27.1	100.0
Other services	30.9	*7.5	38.4	80.5	*19.5	100.0
<i>Occupation of main job</i>						
Managers	76.9	21.2	98.1	78.4	21.6	100.0
Professionals	103.5	31.4	134.9	76.7	23.3	100.0
Technicians and trades workers	202.7	60.2	263.0	77.1	22.9	100.0
Community and personal service workers	9.6	*6.1	15.7	60.9	*39.1	100.0
Clerical and administrative workers	19.6	8.8	28.5	69.0	31.0	100.0
Sales workers	13.0	*3.5	16.5	78.8	*21.2	100.0
Machinery operators and drivers	46.3	35.8	82.1	56.4	43.6	100.0
Labourers	63.7	24.6	88.4	72.1	27.9	100.0
Total	535.3	191.7	727.0	73.6	26.4	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	Usually able to	Not usually able to	Total	Usually able to	Not usually able to	Total
	'000	'000	'000	%	%	%
PERSONS (a)						
Industry of main job						
Agriculture, forestry and fishing	19.3	14.3	33.5	57.4	42.6	100.0
Mining	**1.1	**1.3	*2.4	**45.8	**54.2	*100.0
Manufacturing	35.9	11.3	47.2	76.0	24.0	100.0
Electricity, gas, water and waste services	**0.9	*2.6	*3.5	**25.0	*75.0	*100.0
Construction	242.3	69.7	312.0	77.7	22.3	100.0
Wholesale trade	*7.1	*4.7	11.9	*60.3	*39.7	100.0
Retail trade	19.0	11.0	30.0	63.3	36.7	100.0
Accommodation and food services	*3.6	*5.5	9.1	*39.8	*60.2	100.0
Transport, postal and warehousing	51.1	41.4	92.5	55.3	44.7	100.0
Information media and telecommunications	9.3	*4.7	14.0	66.4	*33.6	100.0
Financial and insurance services	9.2	*4.4	13.6	67.5	*32.5	100.0
Rental, hiring and real estate services	15.1	*4.2	19.3	78.2	*21.8	100.0
Professional, scientific and technical services	114.3	26.6	141.0	81.1	18.9	100.0
Administrative and support services	56.1	11.7	67.8	82.8	17.2	100.0
Public administration and safety	*3.9	*4.8	8.7	*45.1	*54.9	100.0
Education and training	29.7	*8.2	37.9	78.4	*21.6	100.0
Health care and social assistance	30.8	14.7	45.5	67.6	32.4	100.0
Arts and recreation services	15.1	*7.2	22.3	67.7	*32.3	100.0
Other services	42.9	12.1	55.0	78.0	22.0	100.0
Occupation of main job						
Managers	91.8	30.7	122.5	74.9	25.1	100.0
Professionals	165.4	46.2	211.5	78.2	21.8	100.0
Technicians and trades workers	211.6	63.7	275.3	76.9	23.1	100.0
Community and personal service workers	28.1	12.9	41.0	68.6	31.4	100.0
Clerical and administrative workers	59.4	23.5	82.8	71.7	28.3	100.0
Sales workers	18.3	12.1	30.4	60.2	39.8	100.0
Machinery operators and drivers	49.9	38.6	88.6	56.4	43.6	100.0
Labourers	82.2	32.8	115.0	71.5	28.5	100.0
Total	706.6	260.5	967.1	73.1	26.9	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Includes females.

	Males	Females	Persons	Males	Females	Persons
	'000	'000	'000	%	%	%
Whether currently registered with a labour hire firm/employment agency						
Currently registered	126.2	92.0	218.3	40.3	34.9	37.8
Not currently registered	187.0	171.4	358.5	59.7	65.1	62.2
Whether paid by a labour hire firm/employment agency						
Paid by labour hire firm/employment agency	83.0	48.4	131.4	26.5	18.4	22.8
Not paid by labour hire firm/employment agency	230.3	215.0	445.4	73.5	81.6	77.2
Whether still registered with the same labour hire firm/employment agency that found job						
Still registered	135.7	94.7	230.4	43.3	35.9	39.9
Not still registered	177.6	168.8	346.4	56.7	64.1	60.1
Whether usually had continuous/ongoing work from a labour hire firm/employment agency						
Usually had continuous/ongoing work	187.2	143.4	330.5	59.8	54.4	57.3
Did not usually have continuous/ongoing work	126.1	120.1	246.2	40.2	45.6	42.7
All reasons for using a labour hire firm/employment agency(a)						
Ease of obtaining work	167.1	154.0	321.2	53.3	58.5	55.7
Hassle free	46.9	42.8	89.7	15.0	16.2	15.6
Like short-term work	*6.9	9.5	16.4	*2.2	3.6	2.8
Unable to find work in their line of business	27.6	13.0	40.7	8.8	4.9	7.1
Condition of working in job/industry	33.1	19.8	52.9	10.6	7.5	9.2
Lack of experience prevents finding permanent job	9.3	*4.6	14.0	3.0	*1.8	2.4
Gain more experience	*6.1	10.4	16.4	*1.9	3.9	2.8
Flexibility	17.9	24.9	42.8	5.7	9.4	7.4
Other	55.7	46.7	102.4	17.8	17.7	17.8
Total	313.3	263.4	576.7	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

(a) Refers to all reasons for using a labour hire firm/employment agency, therefore people may appear in more than one category.

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected employment
characteristics—By sex

	Usually had continuous/ongoing work '000	Did not usually have continuous/ongoing work '000	Total '000	Usually had continuous/ongoing work %	Did not usually have continuous/ongoing work %	Total %
MALES						
Relationship in household						
Family member	157.1	97.7	254.8	83.9	77.5	81.3
Husband, wife or partner	110.6	84.4	195.0	59.1	66.9	62.2
With dependants	57.7	46.6	104.2	30.8	36.9	33.3
Without dependants	52.9	37.8	90.7	28.3	30.0	29.0
Lone parent	*3.2	**2.0	*5.2	*1.7	**1.6	*1.7
With dependants	**1.4	**1.5	*2.9	**0.7	**1.2	*0.9
Without dependants	**1.8	**0.5	*2.4	**1.0	**0.4	*0.8
Dependent student	*4.0	**0.9	*4.8	*2.1	**0.7	*1.5
Non-dependent child	33.2	9.2	42.5	17.7	7.3	13.6
Other family person	*6.2	**1.2	*7.4	*3.3	0.9	*2.3
Non-family member	29.1	25.7	54.8	15.5	20.4	17.5
Lone person	18.0	17.5	35.5	9.6	13.9	11.3
Not living alone	11.1	*8.2	19.3	5.9	*6.5	6.2
Relationship not determined	**1.0	*2.7	*3.7	**0.5	*2.1	*1.2
Age group (years)						
15–19	9.1	**2.3	11.4	4.9	**1.8	3.6
20–24	27.0	11.6	38.6	14.4	9.2	12.3
25–34	65.6	45.5	111.2	35.1	36.1	35.5
35–44	47.4	38.0	85.4	25.3	30.1	27.3
45–54	20.7	18.6	39.3	11.1	14.8	12.6
55–59	*8.6	*6.0	14.6	*4.6	*4.8	4.7
60–64	*7.7	*3.0	10.7	*4.1	*2.3	3.4
65 and over	**1.0	**1.0	**2.1	**0.5	**0.8	**0.7
Country of birth						
Born in Australia	114.3	80.8	195.1	61.0	64.1	62.3
Born overseas	72.9	45.3	118.2	39.0	35.9	37.7
Born in main English-speaking countries	31.7	20.2	51.9	17.0	16.0	16.6
Born in other than main English-speaking countries	41.2	25.1	66.3	22.0	19.9	21.2
State or territory of usual residence						
New South Wales	65.7	46.1	111.8	35.1	36.5	35.7
Victoria	49.0	30.6	79.6	26.2	24.3	25.4
Queensland	25.0	22.5	47.5	13.4	17.8	15.2
South Australia	13.3	11.8	25.1	7.1	9.4	8.0
Western Australia	26.2	10.1	36.3	14.0	8.0	11.6
Tasmania	3.8	*1.6	5.4	2.0	*1.2	1.7
Northern Territory	*1.2	*1.1	2.3	*0.6	*0.8	0.7
Australian Capital Territory	2.9	2.4	5.3	1.6	1.9	1.7
Total	187.2	126.1	313.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected employment
characteristics—By sex *continued*

	Usually had continuous/ongoing work	Did not usually have continuous/ongoing work	Total	Usually had continuous/ongoing work	Did not usually have continuous/ongoing work	Total
	'000	'000	'000	%	%	%
FEMALES						
Relationship in household						
Family member	116.6	91.6	208.3	81.3	76.3	79.1
Husband, wife or partner	84.9	67.9	152.8	59.2	56.6	58.0
With dependants	37.7	27.9	65.6	26.3	23.3	24.9
Without dependants	47.2	40.0	87.2	32.9	33.3	33.1
Lone parent	12.8	13.2	26.0	8.9	11.0	9.9
With dependants	11.6	12.7	24.3	8.1	10.6	9.2
Without dependants	**1.2	**0.5	**1.7	**0.8	**0.4	**0.6
Dependent student	**0.5	**0.8	**1.3	**0.3	**0.6	**0.5
Non-dependent child	14.2	9.8	23.9	9.9	8.1	9.1
Other family person	*4.3	—	*4.3	*3.0	—	*1.6
Non-family member	26.8	26.9	53.6	18.7	22.4	20.4
Lone person	16.8	18.7	35.5	11.7	15.6	13.5
Not living alone	10.0	*8.2	18.1	*7.0	*6.8	6.9
Relationship not determined	—	**1.5	**1.5	—	**1.3	**0.6
Age group (years)						
15–19	*4.9	*2.5	*7.4	*3.4	*2.1	*2.8
20–24	11.4	11.7	23.1	8.0	9.8	8.8
25–34	49.4	39.1	88.5	34.5	32.5	33.6
35–44	38.8	35.5	74.4	27.1	29.6	28.2
45–54	28.6	19.6	48.1	19.9	16.3	18.3
55–59	*5.7	*5.3	11.0	*4.0	*4.4	4.2
60–64	*3.9	*6.3	10.2	*2.7	*5.3	3.9
65 and over	**0.6	—	**0.6	**0.4	—	**0.2
Country of birth						
Born in Australia	90.9	80.1	171.0	63.4	66.7	64.9
Born overseas	52.5	40.0	92.4	36.6	33.3	35.1
Born in main English-speaking countries	23.0	14.5	37.5	16.0	12.1	14.2
Born in other than main English-speaking countries	29.5	25.4	55.0	20.6	21.2	20.9
State or territory of usual residence						
New South Wales	53.8	47.9	101.7	37.5	39.9	38.6
Victoria	45.8	28.3	74.1	31.9	23.6	28.1
Queensland	18.7	25.5	44.2	13.0	21.2	16.8
South Australia	10.7	9.1	19.8	7.5	7.6	7.5
Western Australia	9.5	4.9	14.4	6.6	4.0	5.5
Tasmania	2.8	*1.4	4.2	2.0	*1.2	1.6
Northern Territory	*0.8	*1.0	1.8	*0.5	*0.8	0.7
Australian Capital Territory	*1.3	2.0	3.4	*0.9	1.7	1.3
Total	143.4	120.1	263.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

— nil or rounded to zero (including null cells)

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY, Whether usually had continuous/ongoing work—By selected employment

characteristics—By sex *continued*

	Usually had continuous/ongoing work '000	Did not usually have continuous/ongoing work '000	Total '000	Usually had continuous/ongoing work %	Did not usually have continuous/ongoing work %	Total %
PERSONS						
Relationship in household						
Family member	273.7	189.4	463.1	82.8	76.9	80.3
Husband, wife or partner	195.5	152.3	347.8	59.1	61.9	60.3
With dependants	95.4	74.5	169.9	28.8	30.3	29.5
Without dependants	100.1	77.8	178.0	30.3	31.6	30.9
Lone parent	16.0	15.2	31.2	4.8	6.2	5.4
With dependants	12.9	14.2	27.2	3.9	5.8	4.7
Without dependants	*3.0	**1.0	*4.0	*0.9	**0.4	*0.7
Dependent student	*4.5	**1.6	*6.1	*1.3	**0.7	*1.1
Non-dependent child	47.4	19.0	66.4	14.3	7.7	11.5
Other family person	10.4	**1.2	11.6	3.2	**0.5	2.0
Non-family member	55.8	52.6	108.4	16.9	21.4	18.8
Lone person	34.8	36.2	71.0	10.5	14.7	12.3
Not living alone	21.0	16.4	37.4	6.4	6.7	6.5
Relationship not determined	**1.0	*4.2	*5.2	**0.3	*1.7	*0.9
Age group (years)						
15–19	14.0	*4.8	18.8	4.2	*2.0	3.3
20–24	38.4	23.3	61.7	11.6	9.5	10.7
25–34	115.0	84.6	199.7	34.8	34.4	34.6
35–44	86.3	73.5	159.8	26.1	29.9	27.7
45–54	49.3	38.2	87.5	14.9	15.5	15.2
55–59	14.2	11.4	25.6	4.3	4.6	4.4
60–64	11.7	9.3	20.9	3.5	3.8	3.6
65 and over	**1.6	**1.0	*2.7	**0.5	**0.4	*0.5
Country of birth						
Born in Australia	205.1	161.0	366.1	62.1	65.4	63.5
Born overseas	125.4	85.2	210.6	37.9	34.6	36.5
Born in main English-speaking countries	54.7	34.7	89.4	16.5	14.1	15.5
Born in other than main English-speaking countries	70.7	50.5	121.3	21.4	20.5	21.0
State or territory of usual residence						
New South Wales	119.5	93.9	213.5	36.2	38.2	37.0
Victoria	94.8	58.9	153.7	28.7	23.9	26.7
Queensland	43.7	48.0	91.7	13.2	19.5	15.9
South Australia	24.0	21.0	45.0	7.3	8.5	7.8
Western Australia	35.7	15.0	50.7	10.8	6.1	8.8
Tasmania	6.6	2.9	9.6	2.0	1.2	1.7
Northern Territory	2.0	2.1	4.0	0.6	0.8	0.7
Australian Capital Territory	4.3	4.4	8.7	1.3	1.8	1.5
Total	330.5	246.2	576.7	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By industry and occupation of main
job—By sex

	Usually had continuous /ongoing work '000	Did not usually have continuous /ongoing work '000	Total '000	Usually had continuous /ongoing work %	Did not usually have continuous /ongoing work %	Total %
MALES						
Industry of main job						
Agriculture, Forestry and Fishing	**2.1	*3.4	*5.5	**1.1	*2.7	*1.7
Mining	*8.5	*6.0	14.6	*4.6	*4.8	4.7
Manufacturing	35.4	23.9	59.3	18.9	19.0	18.9
Electricity, gas, water and waste services	*4.7	**2.1	*6.8	*2.5	**1.7	*2.2
Construction	19.3	*8.3	27.5	10.3	*6.5	8.8
Wholesale trade	10.5	13.1	23.6	5.6	10.4	7.5
Retail trade	11.2	12.0	23.2	6.0	9.5	7.4
Accommodation and food services	*2.9	*2.6	*5.5	*1.6	*2.0	*1.8
Transport, postal and warehousing	11.9	9.0	21.0	6.4	7.1	6.7
Information media and telecommunications	*7.4	*4.5	11.9	*4.0	*3.6	3.8
Financial and insurance services	13.0	*7.2	20.1	6.9	*5.7	6.4
Rental, hiring and real estate services	**2.3	**0.5	*2.8	**1.2	**0.4	*0.9
Professional, scientific and technical services	20.3	15.6	35.9	10.8	12.4	11.5
Administrative and support services	17.1	*5.1	22.1	9.1	*4.0	7.1
Public administration and safety	*6.6	*4.5	11.1	*3.5	*3.5	3.5
Education and training	*2.8	**0.3	*3.1	*1.5	**0.2	*1.0
Health care and social assistance	*5.0	*3.8	8.8	*2.7	*3.0	2.8
Arts and recreation services	*2.7	**0.6	*3.3	*1.4	**0.5	*1.1
Other services	*3.7	*3.5	*7.2	*2.0	*2.8	*2.3
Occupation of main job						
Managers	13.1	12.6	25.7	7.0	10.0	8.2
Professionals	41.1	28.9	70.0	21.9	22.9	22.3
Technicians and trades workers	36.3	24.6	60.9	19.4	19.5	19.4
Community and personal service workers	*5.7	**2.1	*7.8	*3.0	**1.7	*2.5
Clerical and administrative workers	16.2	9.8	26.0	8.6	7.8	8.3
Sales workers	*6.8	9.0	15.7	*3.6	7.1	5.0
Machinery operators and drivers	33.9	22.1	56.0	18.1	17.5	17.9
Labourers	34.2	17.0	51.2	18.3	13.5	16.4
Total	187.2	126.1	313.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By industry and occupation of main
job—By sex *continued*

	Usually had continuous /ongoing work '000	Did not usually have continuous /ongoing work '000	Total '000	Usually had continuous /ongoing work %	Did not usually have continuous /ongoing work %	Total %
FEMALES						
Industry of main job						
Agriculture, Forestry and Fishing	—	**0.2	**0.2	—	**0.2	**0.1
Mining	**2.1	*2.9	*5.0	**1.5	*2.4	*1.9
Manufacturing	16.3	9.7	26.0	11.4	8.1	9.9
Electricity, gas, water and waste services	**2.0	**2.1	*4.1	**1.4	**1.8	*1.5
Construction	*4.0	*3.7	*7.7	*2.8	*3.1	*2.9
Wholesale trade	*4.6	*3.8	*8.4	*3.2	*3.2	*3.2
Retail trade	12.2	*5.8	18.0	8.5	*4.8	6.8
Accommodation and food services	*8.4	*3.2	11.5	*5.8	*2.6	4.4
Transport, postal and warehousing	*5.0	*4.1	9.1	*3.5	*3.4	3.5
Information media and telecommunications	*5.9	*3.7	9.5	*4.1	*3.0	3.6
Financial and insurance services	15.9	11.1	27.0	11.1	9.3	10.2
Rental, hiring and real estate services	**2.2	*3.2	*5.5	**1.6	*2.7	*2.1
Professional, scientific and technical services	12.0	23.2	35.2	8.4	19.3	13.4
Administrative and support services	20.3	*7.5	27.9	14.2	*6.3	10.6
Public administration and safety	*5.1	10.6	15.7	*3.5	8.8	6.0
Education and training	*5.2	*5.1	10.3	*3.6	*4.2	3.9
Health care and social assistance	18.8	16.0	34.8	13.1	13.4	13.2
Arts and recreation services	**2.0	**1.7	*3.7	**1.4	**1.4	*1.4
Other services	**1.4	*2.4	*3.8	**1.0	*2.0	*1.4
Occupation of main job						
Managers	11.7	11.1	22.8	8.2	9.2	8.7
Professionals	36.8	24.2	61.0	25.7	20.1	23.2
Technicians and trades workers	*4.7	*3.3	*8.1	*3.3	*2.8	*3.1
Community and personal service workers	11.9	8.8	20.6	8.3	7.3	7.8
Clerical and administrative workers	49.7	54.9	104.5	34.6	45.7	39.7
Sales workers	9.5	*8.2	17.8	6.7	*6.9	6.7
Machinery operators and drivers	*3.1	*3.1	*6.2	*2.2	*2.6	*2.4
Labourers	15.9	*6.5	22.4	11.1	*5.4	8.5
Total	143.4	120.1	263.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use
— nil or rounded to zero (including null cells)

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By industry and occupation of main
job—By sex *continued*

	Usually had continuous /ongoing work	Did not usually have continuous /ongoing work	Total	Usually had continuous /ongoing work	Did not usually have continuous /ongoing work	Total
	'000	'000	'000	%	%	%
PERSONS						
Industry of main job						
Agriculture, Forestry and Fishing	**2.1	*3.6	*5.6	**0.6	*1.4	*1.0
Mining	10.6	8.9	19.6	3.2	3.6	3.4
Manufacturing	51.7	33.6	85.4	15.6	13.7	14.8
Electricity, gas, water and waste services	*6.6	*4.2	10.8	*2.0	*1.7	1.9
Construction	23.3	12.0	35.3	7.0	4.9	6.1
Wholesale trade	15.1	16.9	32.0	4.6	6.9	5.6
Retail trade	23.4	17.8	41.2	7.1	7.2	7.1
Accommodation and food services	11.3	*5.8	17.1	3.4	*2.3	3.0
Transport, postal and warehousing	17.0	13.1	30.1	5.1	5.3	5.2
Information media and telecommunications	13.3	*8.2	21.5	4.0	*3.3	3.7
Financial and insurance services	28.8	18.3	47.1	8.7	7.4	8.2
Rental, hiring and real estate services	*4.5	*3.7	*8.2	*1.4	*1.5	*1.4
Professional, scientific and technical services	32.3	38.8	71.1	9.8	15.8	12.3
Administrative and support services	37.4	12.6	50.0	11.3	5.1	8.7
Public administration and safety	11.7	15.0	26.7	3.5	6.1	4.6
Education and training	*8.0	*5.4	13.4	*2.4	*2.2	2.3
Health care and social assistance	23.8	19.8	43.6	7.2	8.1	7.6
Arts and recreation services	*4.7	**2.3	*7.0	*1.4	**0.9	*1.2
Other services	*5.1	*6.0	11.0	*1.5	*2.4	1.9
Occupation of main job						
Managers	24.8	23.7	48.5	7.5	9.6	8.4
Professionals	77.9	53.1	131.0	23.6	21.6	22.7
Technicians and trades workers	41.0	27.9	68.9	12.4	11.3	12.0
Community and personal service workers	17.5	10.9	28.4	5.3	4.4	4.9
Clerical and administrative workers	65.8	64.7	130.5	19.9	26.3	22.6
Sales workers	16.3	17.2	33.5	4.9	7.0	5.8
Machinery operators and drivers	37.0	25.2	62.2	11.2	10.2	10.8
Labourers	50.1	23.5	73.6	15.2	9.6	12.8
Total	330.5	246.2	576.7	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually has continuous work—By hours actually worked—By sex

	Usually had continuous /ongoing work	Did not usually have continuous /ongoing work	Total	Usually had continuous /ongoing work	Did not usually have continuous /ongoing work	Total
	'000	'000	'000	%	%	%
MALES						
Hours actually worked in main job						
Less than 1 hour/no hours	*6.0	*7.6	13.6	*3.2	*6.0	4.3
1–14	8.7	*4.6	13.3	4.6	*3.6	4.2
15–19	*6.6	*7.3	13.8	*3.5	*5.8	4.4
20–24	10.3	*6.6	16.9	5.5	*5.2	5.4
25–29	*6.3	*2.8	9.1	*3.4	*2.2	2.9
30–34	16.9	10.7	27.6	9.0	8.5	8.8
35	*3.8	**1.1	*4.8	*2.0	**0.8	*1.5
36–39	29.0	22.3	51.3	15.5	17.6	16.4
40	37.4	21.5	58.9	20.0	17.0	18.8
41–44	13.8	*5.7	19.4	7.4	*4.5	6.2
45–48	21.7	19.4	41.1	11.6	15.4	13.1
49 or more	26.6	16.8	43.4	14.2	13.3	13.9
Total	187.2	126.1	313.3	100.0	100.0	100.0
FEMALES						
Hours actually worked in main job						
Less than 1 hour/no hours	*5.8	8.7	14.6	*4.1	7.3	5.5
1–14	9.0	*3.1	12.1	6.3	*2.6	4.6
15–19	11.8	9.4	21.2	8.2	7.8	8.0
20–24	11.2	11.2	22.4	7.8	9.3	8.5
25–29	*7.5	*8.1	15.5	*5.2	*6.7	5.9
30–34	15.4	17.9	33.3	10.7	14.9	12.6
35	*5.6	*2.4	*8.0	*3.9	*2.0	*3.0
36–39	28.5	25.0	53.6	19.9	20.8	20.3
40	30.5	14.6	45.1	21.3	12.2	17.1
41–44	*2.6	*7.6	10.2	*1.8	*6.3	3.9
45–48	*6.7	*5.1	11.8	*4.6	*4.3	4.5
49 or more	8.7	*7.0	15.7	6.1	*5.9	6.0
Total	143.4	120.1	263.4	100.0	100.0	100.0
PERSONS						
Hours actually worked in main job						
Less than 1 hour/no hours	11.8	16.3	28.1	3.6	6.6	4.9
1–14	17.7	*7.6	25.4	5.4	*3.1	4.4
15–19	18.4	16.6	35.0	5.6	6.8	6.1
20–24	21.5	17.8	39.4	6.5	7.2	6.8
25–29	13.8	10.9	24.6	4.2	4.4	4.3
30–34	32.3	28.6	60.8	9.8	11.6	10.5
35	9.4	*3.4	12.8	2.8	*1.4	2.2
36–39	57.6	47.3	104.9	17.4	19.2	18.2
40	68.0	36.1	104.0	20.6	14.7	18.0
41–44	16.4	13.2	29.6	5.0	5.4	5.1
45–48	28.4	24.5	52.9	8.6	10.0	9.2
49 or more	35.3	23.8	59.1	10.7	9.7	10.3
Total	330.5	246.2	576.7	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50%
and should be used with caution

** estimate has a relative standard error greater than 50%
and is considered too unreliable for general use

PEOPLE WHO FOUND THEIR JOB THROUGH A LABOUR HIRE FIRM/EMPLOYMENT AGENCY,
Whether usually had continuous/ongoing work—By selected characteristics—By sex

	Usually had continuous /ongoing work '000	Did not usually have continuous /ongoing work '000	Total '000	Usually had continuous /ongoing work %	Did not usually have continuous /ongoing work %	Total %
MALES						
Number of work assignments through labour hire firm/employment agency in the last 12 months						
None	35.6	56.5	92.1	19.0	44.8	29.4
1	113.9	52.3	166.2	60.9	41.4	53.0
2–3	25.7	9.8	35.5	13.7	7.8	11.3
4–5	*5.7	*4.9	10.6	*3.1	*3.8	3.4
6–7	**0.5	**1.0	**1.6	**0.3	**0.8	**0.5
8 and over	*5.7	**1.6	*7.3	*3.1	**1.3	*2.3
Main reason for using a labour hire firm/employment agency						
Ease of obtaining work	98.0	57.8	155.8	52.4	45.8	49.7
Hassle free	17.7	10.1	27.8	9.5	8.0	8.9
Like short-term work	**0.6	**1.4	**2.1	**0.3	**1.1	**0.7
Unable to find work in their line of business	9.9	13.2	23.0	5.3	10.4	7.3
Condition of working in job/industry	20.8	10.4	31.3	11.1	8.3	10.0
Lack of experience prevents finding permanent job	*4.1	*2.4	*6.5	*2.2	*1.9	*2.1
Gain more experience	**1.4	**1.6	*3.1	**0.8	**1.3	*1.0
Flexibility	*7.7	*2.6	10.2	*4.1	*2.0	3.3
Other	26.9	26.6	53.5	14.4	21.1	17.1
Continuous duration with current employer/business						
Less than one year	75.8	46.3	122.1	40.5	36.7	39.0
Under 3 months	17.2	16.2	33.4	9.2	12.9	10.7
3 and under 6 months	19.0	8.9	27.9	10.2	7.1	8.9
6 and under 12 months	39.5	21.2	60.7	21.1	16.8	19.4
1–2 years	62.9	31.4	94.3	33.6	24.9	30.1
3–5 years	28.6	30.6	59.2	15.3	24.2	18.9
6–9 years	9.9	12.4	22.4	5.3	9.9	7.1
10–19 years	*8.4	*4.7	13.0	*4.5	*3.7	4.2
20 years and over	**1.7	**0.7	**2.3	**0.9	**0.5	**0.7
Expected future duration with current employer/business						
Expected to be with current employer/business in 12 months	156.9	107.5	264.5	83.8	85.3	84.4
Did not expect to be with current employer/business in 12 months	30.3	18.5	48.8	16.2	14.7	15.6
Total	187.2	126.1	313.3	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

continued

	Usually had continuous /ongoing work '000	Did not usually have continuous /ongoing work '000	Total '000	Usually had continuous /ongoing work %	Did not usually have continuous /ongoing work %	Total %
FEMALES						
Number of work assignments through labour hire firm/employment agency in the last 12 months						
None	29.7	56.4	86.1	20.7	47.0	32.7
1	84.9	50.6	135.5	59.2	42.2	51.4
2-3	14.8	8.8	23.6	10.3	7.4	9.0
4-5	*5.5	*3.0	*8.4	*3.8	*2.5	*3.2
6-7	**0.5	**0.6	**1.1	**0.3	**0.5	**0.4
8 and over	*8.1	**0.6	8.8	*5.7	**0.5	3.3
Main reason for using a labour hire firm/employment agency						
Ease of obtaining work	85.1	60.5	145.6	59.3	50.4	55.3
Hassle free	11.4	11.6	23.0	7.9	9.7	8.7
Like short-term work	*3.5	*2.5	*6.0	*2.5	*2.1	*2.3
Unable to find work in their line of business	*4.2	*4.7	8.9	*2.9	*3.9	3.4
Condition of working in job/industry	*8.6	*6.3	14.8	*6.0	*5.2	5.6
Lack of experience prevents finding permanent job	**2.1	**1.9	*4.0	**1.4	**1.6	*1.5
Gain more experience	*3.0	**1.5	*4.5	*2.1	**1.3	*1.7
Flexibility	*6.9	*5.8	12.7	*4.8	*4.8	4.8
Other	18.7	25.3	44.0	13.0	21.1	16.7
Continuous duration with current employer/business						
Less than one year	53.0	40.4	93.4	37.0	33.7	35.5
Under 3 months	12.1	13.5	25.6	8.5	11.2	9.7
3 and under 6 months	17.1	11.5	28.6	12.0	9.5	10.9
6 and under 12 months	23.7	15.5	39.2	16.6	12.9	14.9
1-2 years	46.6	41.2	87.9	32.5	34.3	33.4
3-5 years	22.7	18.2	40.9	15.9	15.2	15.5
6-9 years	15.6	12.3	27.9	10.9	10.2	10.6
10-19 years	*4.2	*5.6	9.8	*2.9	*4.7	3.7
20 years and over	**1.1	**2.3	*3.4	**0.8	**1.9	*1.3
Expected future duration with current employer/business						
Expected to be with current employer/business in 12 months	121.3	107.8	229.1	84.6	89.8	87.0
Did not expect to be with current employer/business in 12 months	22.1	12.2	34.3	15.4	10.2	13.0
Total	143.4	120.1	263.4	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

continued

	<i>Usually had continuous /ongoing work</i>	<i>Did not usually have continuous /ongoing work</i>	<i>Total</i>	<i>Usually had continuous /ongoing work</i>	<i>Did not usually have continuous /ongoing work</i>	<i>Total</i>
	'000	'000	'000	%	%	%
PERSONS						
Number of work assignments through labour hire firm/employment agency in the last 12 months						
None	65.3	112.9	178.2	19.7	45.9	30.9
1	198.8	102.9	301.6	60.1	41.8	52.3
2–3	40.5	18.7	59.1	12.2	7.6	10.3
4–5	11.2	*7.8	19.0	3.4	*3.2	3.3
6–7	**1.0	**1.6	*2.6	**0.3	**0.7	*0.5
8 and over	13.8	**2.2	16.1	4.2	**0.9	2.8
Main reason for using a labour hire firm/employment agency						
Ease of obtaining work	183.1	118.3	301.4	55.4	48.1	52.3
Hassle free	29.1	21.7	50.8	8.8	8.8	8.8
Like short-term work	*4.2	*3.9	*8.1	*1.3	*1.6	*1.4
Unable to find work in their line of business	14.1	17.8	31.9	4.3	7.2	5.5
Condition of working in job/industry	29.4	16.7	46.1	8.9	6.8	8.0
Lack of experience prevents finding permanent job	*6.1	*4.3	10.4	*1.9	*1.8	1.8
Gain more experience	*4.4	*3.1	*7.6	*1.3	*1.3	*1.3
Flexibility	14.5	*8.4	22.9	4.4	*3.4	4.0
Other	45.6	51.9	97.5	13.8	21.1	16.9
Continuous duration with current employer/business						
Less than one year	128.8	86.7	215.5	39.0	35.2	37.4
Under 3 months	29.4	29.7	59.1	8.9	12.1	10.2
3 and under 6 months	36.2	20.4	56.5	10.9	8.3	9.8
6 and under 12 months	63.3	36.7	99.9	19.1	14.9	17.3
1–2 years	109.5	72.6	182.2	33.1	29.5	31.6
3–5 years	51.3	48.8	100.1	15.5	19.8	17.4
6–9 years	25.6	24.7	50.3	7.7	10.0	8.7
10–19 years	12.6	10.3	22.9	3.8	4.2	4.0
20 years and over	*2.8	*3.0	*5.8	*0.8	*1.2	*1.0
Expected future duration with current employer/business						
Expected to be with current employer/business in 12 months	278.2	215.4	493.6	84.2	87.5	85.6
Did not expect to be with current employer/business in 12 months	52.3	30.8	83.1	15.8	12.5	14.4
Total	330.5	246.2	576.7	100.0	100.0	100.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

** estimate has a relative standard error greater than 50% and is considered too unreliable for general use

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	'000	'000	'000	'000	'000	'000	'000	'000	'000
MALES									
Population 1									
Employed persons	1 853.5	1 427.3	1 201.4	430.3	650.4	128.6	56.9	100.3	5 848.5
Population 2									
Employees	1 408.7	1 081.6	916.0	326.5	505.1	101.2	45.5	82.2	4 466.8
Population 3									
Employees with paid leave entitlements	1 128.1	869.6	730.0	259.7	407.6	83.8	36.1	68.6	3 583.6
Population 4									
Employees without paid leave entitlements	280.6	212.0	186.0	66.7	97.4	17.4	9.5	13.6	883.2
Population 5									
Independent contractors	237.2	173.3	152.1	51.3	81.4	15.3	6.3	10.2	727.0
Population 6									
Business operators	207.6	172.4	133.3	52.5	63.9	12.1	5.0	7.8	654.7
Population 7									
People who found their job through a labour hire firm/employment agency	111.8	79.6	47.5	25.1	36.3	5.4	2.3	5.3	313.3
Population 8									
Multiple jobholders	100.1	67.6	49.5	23.1	27.4	8.1	*1.1	5.1	281.9
FEMALES									
Population 1									
Employed persons	1 515.9	1 184.0	1 004.0	354.4	501.5	105.2	45.8	91.7	4 802.5
Population 2									
Employees	1 298.7	1 033.9	854.8	304.4	441.6	93.4	40.8	85.2	4 152.8
Population 3									
Employees with paid leave entitlements	960.3	759.5	590.1	204.1	322.9	66.2	30.4	67.3	3 000.8
Population 4									
Employees without paid leave entitlements	338.4	274.4	264.7	100.3	118.7	27.2	10.4	17.9	1 152.0
Population 5									
Independent contractors	83.7	60.9	50.7	18.2	19.1	2.9	1.7	3.0	240.1
Population 6									
Business operators	133.6	89.3	98.5	31.8	40.8	8.8	3.4	3.5	409.6
Population 7									
People who found their job through a labour hire firm/employment agency	101.7	74.1	44.2	19.8	14.4	4.2	1.8	3.4	263.4
Population 8									
Multiple jobholders	105.4	100.2	63.4	28.3	27.2	8.6	3.2	5.9	342.1
PERSONS									
Population 1									
Employed persons	3 369.5	2 611.3	2 205.3	784.7	1 151.8	233.8	102.7	192.0	10 651.1
Population 2									
Employees	2 707.4	2 115.6	1 770.8	630.9	946.7	194.6	86.3	167.4	8 619.6
Population 3									
Employees with paid leave entitlements	2 088.4	1 629.2	1 320.1	463.8	730.6	150.0	66.5	135.9	6 584.4
Population 4									
Employees without paid leave entitlements	619.0	486.4	450.7	167.1	216.1	44.6	19.8	31.5	2 035.2
Population 5									
Independent contractors	320.9	234.1	202.7	69.4	100.5	18.3	8.0	13.2	967.1
Population 6									
Business operators	341.2	261.6	231.8	84.4	104.7	20.9	8.4	11.3	1 064.4
Population 7									
People who found their job through a labour hire firm/employment agency	213.5	153.7	91.7	45.0	50.7	9.6	4.0	8.7	576.7
Population 8									
Multiple jobholders	205.5	167.8	112.9	51.4	54.6	16.7	4.2	11.0	624.0

* estimate has a relative standard error of 25% to 50% and should be used with caution

EXPLANATORY NOTES

INTRODUCTION

1 The statistics in this publication were compiled from data collected in the Forms of Employment Survey, conducted throughout Australia in November 2008 as a supplement to the Australian Bureau of Statistics (ABS) monthly Labour Force Survey (LFS). Respondents to the LFS who fell within the scope of the supplementary survey were asked further questions.

2 The publication *Labour Force, Australia* (cat. no. 6202.0) contains information about survey design, sample redesign, scope, coverage and population benchmarks relevant to the monthly LFS, which also apply to supplementary surveys. It also contains definitions of demographic and labour force characteristics, and information about telephone interviewing which are relevant to both the monthly LFS and supplementary surveys.

CONCEPTS SOURCES AND METHODS

3 The conceptual framework used in Australia's LFS aligns closely with the standards and guidelines set out in Resolutions of the International Conference of Labour Statisticians. Descriptions of the underlying concepts and structure of Australia's labour force statistics, and the sources and methods used in compiling these estimates, are presented in *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001).

SCOPE

4 The scope of the LFS is restricted to people aged 15 years and over and excludes the following people:

- members of the permanent defence forces
- certain diplomatic personnel of overseas governments, customarily excluded from the census and estimated populations
- overseas residents in Australia
- members of non-Australian defence forces (and their dependants).

5 Students at boarding schools, patients in hospitals, residents of homes (e.g. retirement homes, homes for people with disabilities), and inmates of prisons are excluded from all supplementary surveys.

6 This supplementary survey was conducted in both urban and rural areas in all states and territories, but excluded people living in Indigenous communities in very remote parts of Australia.

7 This survey was restricted to employed people aged 15 years and over who were not contributing family workers in their main job.

COVERAGE

8 The estimates in this publication relate to people covered by the survey in November 2008. In the LFS, coverage rules are applied which aim to ensure that each person is associated with only one dwelling and hence has only one chance of selection in the survey. See *Labour Force, Australia* (cat. no. 6202.0) for more details.

SAMPLE SIZE

9 Supplementary surveys are not always conducted on the full LFS sample. Since August 1994 the sample for supplementary surveys has been restricted to no more than seven-eighths of the LFS sample.

10 The LFS sample size in November 2008 was approximately one-third smaller than the sample size in November 2007. This is due to an 11% sample reduction that was implemented from November 2007 to June 2008 based on the 2006 sample design, and an additional 24% sample reduction implemented in July 2008. Detailed information about the sample reduction is provided in Information Paper: Labour Force Survey Sample Design, November 2007 (Second edition) (cat.no.6269.0).

11 The reduced sample will still be representative, with selections made across all parts of Australia.

EXPLANATORY NOTES *continued*

SAMPLE SIZE *continued*

12 The initial sample for the November 2008 LFS consisted of 27,480 private dwelling households and special dwelling units. Of the 22,165 private dwelling households and special dwelling units that remained in the survey after sample loss (e.g. households selected in the survey which had no residents in scope for the LFS, vacant or derelict dwellings and dwellings under construction), approximately 21,005 or 94.8% were fully responding to the Forms of Employment survey. The number of completed interviews obtained from these private dwellings and special dwelling units (after taking into account scope, coverage and sub sampling exclusions) was 22,037.

RELIABILITY OF THE ESTIMATES

13 Estimates in this publication are subject to sampling and non-sampling errors:

- Sampling error is the difference between the published estimate and the value that would have been produced if all dwellings had been included in the survey. For more information see the Technical Note.
- Non-sampling errors are inaccuracies that occur because of imperfections in reporting by respondents and interviewers and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce the non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and effective processing procedures.

SEASONAL FACTORS

14 The estimates are based on information collected in the survey month, and, due to seasonal factors, may not be representative of other months of the year.

CLASSIFICATIONS USED

15 Country of birth data are classified according to the *Standard Australian Classification of Countries (SACC), 1998* (cat. no. 1269.0).

16 From 2006, occupation data are classified according to the ANZSCO—*Australian and New Zealand Standard Classification of Occupations, First Edition, 2006* (cat. no. 1220.0). This new classification replaces the ASCO—*Australian Standard Classification of Occupations, Second Edition, 1997* (cat. no. 1220.0). Data classified according to the ASCO are available on request.

17 Also from 2006, industry data are classified according to the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006* (cat. no. 1292.0). This new classification replaces the *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (cat. no. 1292.0). Data classified according to the ANZSIC 1993 are available on request.

NOTES ON ESTIMATES

18 People who were away from work during the reference week were included in the 'Less than 1 hour/no hours' category for the data item 'Hours actually worked in main job'.

19 Employees are classified as 'With paid leave entitlements' if they said 'yes' to either of the following questions:

- 'Does your employer provide you with paid sick leave?'
- 'Does your employer provide you with paid holiday leave?'

In all other cases, employees are categorised as 'Without paid leave entitlements'.

20 For the data item 'Days of the week usually worked in all jobs', people who reported that they worked from Monday to Friday, inclusive, were categorised as working Monday to Friday. These people may have reported that they also worked on Saturday and Sunday in their job/s. People who reported that the usual days of the week worked varied were categorised only to days varied. A response of days varied could not be provided with any other response.

EXPLANATORY NOTES *continued*

NOTES ON ESTIMATES

continued

21 The responses given by multiple jobholders for the data items 'Days of the week usually worked in all jobs', 'Number of days of the week usually worked in all jobs', and 'Whether worked weekdays and/or weekends in all jobs' does not imply that this was their usual pattern of work in each of their jobs, rather this was their total pattern of work in all their jobs.

COMPARABILITY OF TIME SERIES

22 Revisions are made to population benchmarks for the LFS after each five-yearly Census of Population and Housing. The last such revision was made in February 2004 to take account of the results of the 2001 Census of Population and Housing. Estimates from supplementary surveys conducted from and including February 2004 are based on these revised population benchmarks.

23 The survey was redesigned in 2001 to reflect the changes in the Australian labour market that had occurred. This restricted the scope of the survey to people aged 15–69 years. From 2004 onwards, the scope includes all people aged 15 years and over.

24 In 1998 and 2001, people working for payment in kind were excluded from the survey. From 2004 onwards this group have been included.

25 The November 2008 Forms of Employment Survey was redeveloped to better capture information of independent contractors, other business operators and employees. Information was also collected of people who found their current job through a labour hire firm/employment agency, which the ABS plans to collect again in November 2011.

26 The change has resulted in a break in series for employees and users need to exercise caution when comparing data about employees in the 2008 publication with previous releases as data about this population group has changed. For more information see Appendix 1.

27 The data items 'Status in employment' and 'Employment type in main job' presented in the 2007 Forms of Employment publication are no longer presented in this publication, however are available on request, and have been replaced with 'Form of employment in main job'.

28 Additional information is presented about people who found their current job through a labour hire firm/employment agency. These are, 'Whether currently registered with a labour hire firm/employment agency', 'Whether still registered with the same labour hire firm/employment agency', 'Number of work assignments through labour hire firm/employment agency in the last 12 months', 'Whether usually had continuous/ongoing work from a labour hire firm/employment agency', and 'All/Main reasons for using a labour hire firm/employment agency'.

COMPARABILITY WITH MONTHLY LFS STATISTICS

29 Due to differences in the scope and sample size of this supplementary survey and that of the monthly LFS, the estimation procedure may lead to some small variations between labour force estimates from this survey and those from the LFS.

PREVIOUS SURVEYS

30 The Forms of Employment Survey was first conducted in August 1998 then in November 2001, November 2004, November 2006 and November 2007. Results of previous surveys on employment arrangements have been published in:

- *Forms of Employment, Australia* (cat. no. 6359.0)
- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0).

NEXT SURVEY

31 The ABS plans to conduct this survey again in November 2009.

EXPLANATORY NOTES *continued*

ACKNOWLEDGEMENT

32 ABS publications draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the *Census and Statistics Act 1905*.

CURFS

33 It is expected that a confidentialised unit record file (CURF) will be produced from the Forms of Employment Survey subject to the approval of the Australian Statistician. The Basic CURF will be available on CD-ROM, via the ABS Remote Access Data Laboratory (RADL) and the ABS Data Laboratory (ABSDL). The Expanded CURF will only be accessible through the RADL and ABSDL. The CURF will be available in SAS, STATA and SPSS format. A full range of up-to-date information about the availability of ABS CURFs and about applying for access to CURFs is available via the ABS web site (see Services - CURF Microdata). For enquiries regarding CURFs, contact ABS CURF Management Unit via email at microdata.access@abs.gov.au or telephone 6252 7714.

RELATED PUBLICATIONS

34 ABS publications which may be of interest include:

- *Labour Force, Australia* (cat. no. 6202.0)
- *Labour Statistics: Concepts, Sources and Methods* (cat. no. 6102.0.55.001)
- *Australian Labour Market Statistics* (cat. no. 6105.0)
- *Employee Earnings, Benefits and Trade Union Membership, Australia* (cat. no. 6310.0)
- *Employee Earnings and Hours, Australia* (cat. no. 6306.0)
- *Employment Arrangements, Retirement and Superannuation, Australia* (cat. no. 6361.0)
- *Locations of Work, Australia* (cat. no. 6275.0)
- *Labour Force Experience, Australia* (cat. no. 6206.0)
- *Labour Mobility, Australia* (cat. no. 6209.0)
- *Working Time Arrangements, Australia* (cat. no. 6342.0).

35 Current publications and other products released by the ABS are available from the *Statistics Page* on the ABS website. The ABS also issues a daily *Release Advice* on the website which details products to be released in the week ahead.

ABBREVIATIONS

'000	thousand
ABS	Australian Bureau of Statistics
ANZSCO	Australian and New Zealand Standard Classification of Occupations
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
FOES	Forms of Employment Survey
LFS	Labour Force Survey
OMIE	owner manager of incorporated enterprise
OMUE	owner manager of unincorporated enterprise
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

APPENDIX 1 FORM OF EMPLOYMENT

OVERVIEW

The November 2008 Forms of Employment Survey (FOES) was redeveloped to better capture information of independent contractors, other business operators and employees.

This change has resulted in a break in series for employees and users need to exercise caution when comparing data about employees in the 2008 publication with previous releases as data about this population group has changed.

The data items 'Status in employment' and 'Employment type in main job' presented in the 2007 Forms of Employment publication are no longer presented in this publication, however are available on request, and have been replaced with 'Form of employment in main job'.

FORM OF EMPLOYMENT

The following provides an outline of how people are classified in the new 'Form of employment in main job' data item.

People are classified as employees, owner managers of incorporated enterprises (OMIEs) and owner managers of unincorporated enterprises (OMUEs) based on their responses to questions in the monthly Labour Force survey (LFS).

Employees from the LFS are people who:

- work for a public or private employer; and
- receive remuneration in wages, salary, or are paid a retainer fee by their employer and worker on a commission basis, or for tips or piece-rates or payment in kind; or
- operated their own incorporated enterprise with or without hiring employees.

Owner managers of incorporated enterprises from the LFS are people who:

- work in their won incorporated enterprise, that is, a business entity in which is registered as a separate legal entity to its members or owners (also known as a limited liability company).

Owner managers of unincorporated enterprises from the LFS are people who:

- operate their own unincorporated enterprise, that is, a business entity in which the owner and the business are legally inseparable, so that the owner is liable for any business debts that are incurred. Includes those engaged independently in a trade or profession.

These people from the LFS are then asked questions in the FOES to identify key characteristics of independent contractors, other business operators. The responses to these questions are then used to determine how people are classified as employees, independent contractors and other business operators in the 'Form of employment' data item.

These questions are:

"Do you work as an independent contractor in your job?"

"Do you receive a pay slip/advice?"

"Do you/Does your business invoice or bill clients/employers?"

"Excluding wages and salary, are you able to make drawings from your employer/business?"

APPENDIX 1 FORM OF EMPLOYMENT *continued*

FORM OF EMPLOYMENT
continued

The following decision table shows how people are classified in the 'Form of employment' data item.

Decision table: Form of employment					
	Whether considered to be independent contractor?	Whether received pay slip/advice?	Whether invoices/bills clients/ employers?	Whether able to make drawings from employer/ business	Result
Employees (excluding OMIEs)	Yes	Yes	Yes		Independent Contractor
			No	Yes	Independent Contractor
				No	Employee
		No	Yes		Independent Contractor
			No		Independent Contractor
	No	Yes			Employee
		No	Yes		Independent Contractor
			No		Employee
Owner managers (OMIEs and OMUEs)	Yes	Yes	Yes		Independent Contractor
			No	Yes	Independent Contractor
				No	Employee
		No	Yes		Independent Contractor
			No		Independent Contractor
	No	Yes	Yes		Other Business Operator
			No	Yes	Other Business Operator
				No	Employee
		No	Yes		Other Business Operator
			No		Other Business Operator



Sufficient information was obtained from respondents after answering the second or third questions to determine their 'Form of employment', therefore people were not asked these questions to reduce respondent burden.

APPENDIX 1 FORM OF EMPLOYMENT *continued*

COMPARISON WITH EMPLOYMENT TYPE

The following table shows a comparison of the data items 'Employment type in main job' (presented in the 2007 publication) and 'Form of employment in main job' presented in the 2008 publication.

EMPLOYED PERSONS, Form of employment in main job—By employment type in main job—By sex

Form of employment in main job	EMPLOYEES (excluding OMIEs)			Owner managers of incorporated enterprises	Owner managers of unincorporated enterprises	Total
	With paid leave entitlements	Without paid leave entitlements	Total			
	'000	'000	'000	'000	'000	'000
MALES						
Employees	3 573.3	864.7	4 438.0	11.4	17.5	4 466.8
With paid leave entitlements	3 573.3	—	3 573.3	*7.0	*3.4	3 583.7
Without paid leave entitlements	—	864.7	864.7	*4.4	14.1	883.2
Independent contractors	14.8	59.7	74.6	210.9	441.6	727.0
Other business operators	—	—	—	302.2	352.5	654.7
Total	3 588.1	924.4	4 512.5	524.5	811.6	5 848.6
FEMALES						
Employees	2 994.0	1 137.2	4 131.2	*6.8	14.8	4 152.8
With paid leave entitlements	2 994.0	—	2 994.0	*3.3	*3.5	3 000.8
Without paid leave entitlements	—	1 137.2	1 137.2	*3.5	11.3	1 152.0
Independent contractors	*4.8	29.4	34.2	57.9	148.0	240.1
Other business operators	—	—	—	161.0	248.6	409.6
Total	2 998.8	1 166.6	4 165.4	225.7	411.5	4 802.6
PERSONS						
Employees	6 567.3	2 001.8	8 569.1	18.2	32.3	8 619.6
With paid leave entitlements	6 567.3	—	6 567.3	10.2	*6.9	6 584.5
Without paid leave entitlements	—	2 001.8	2 001.8	*8.0	25.4	2 035.1
Independent contractors	19.6	89.2	108.8	268.7	589.6	967.1
Other business operators	—	—	—	463.2	601.1	1 064.4
Total	6 586.9	2 091.0	8 677.9	750.2	1 223.0	10 651.1

* estimate has a relative standard error of 25% to 50% and should be used with caution — nil or rounded to zero (including null cells)

The table shows there were 108,800 employees (excluding OMIEs) from 'Employment type' who were further defined as independent contractors in 'Form of employment' (comprising 74,600 men and 34,200 women). Similarly there were 50,500 owner managers (18,200 OMIEs and 32,300 OMUEs) from 'Employment type' who were further defined as employees in 'Form of employment'.

Just under two-thirds (62%) of OMIEs in 'Employment type' were further defined as other business operators in 'Form of employment' and a further 36% of OMIEs were further defined as independent contractors. By comparison, just under half (49%) of OMUEs in 'Employment type' were further defined as other business operators in 'Form of employment' and a further 48% were further defined as independent contractors.

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST

DATA AVAILABLE ON REQUEST

The ABS has a range of data available on request from the Forms of Employment Survey. This section lists the data items and populations which relate to the survey. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the person in the survey to whom the data item relates. Where alternative output categories are available for the same data item, these are shown and the data item name is followed by a bracketed numeral (e.g. Country of birth (2)).

For more information about ABS data available on request, contact Labour Market Statistics on Canberra (02) 6252 7206, or by facsimile on (02) 6252 7102, or by email to <labourstatistics@abs.gov.au>.

<i>Population 1</i>	Employed persons
<i>Population 2</i>	Employees
<i>Population 3</i>	Employees with paid leave entitlements
<i>Population 4</i>	Employees without paid leave entitlements
<i>Population 5</i>	Independent contractors
<i>Population 6</i>	Other business operators
<i>Population 7</i>	People who found their job through a labour hire firm/employment agency
<i>Population 8</i>	Multiple jobholders

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
1 State or territory of usual residence	All
New South Wales	
Victoria	
Queensland	
South Australia	
Western Australia	
Tasmania	
Northern Territory	
Australian Capital Territory	
2 Area of usual residence	All
State capital city	
Balance of state/territory	
3 Region of usual residence	All
Standard labour force dissemination regions	
4 Sex	All
Males	
Females	
5 Marital status	All
Married	
Not married	
6 Relationship in household	All
Family member	
Husband, wife or partner	
With dependants	
Without dependants	
Lone parent	
With dependants	
Without dependants	
Dependent student	
Non-dependent child	
Other family person	
Non-family member	
Lone person	
Not living alone	
Relationship not determined	
7A Country of birth and period of arrival	All
Born in Australia	
Born overseas	
Arrived before 1971	
Arrived 1971–1980	
Arrived 1981–1990	
Arrived 1991–2000	
Arrived 2001 to survey date	
7B Country of birth (1)	All
Born in Australia	
Born overseas	
Born in main English-speaking countries	
Born in other than main English-speaking countries	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

7C Country of birth (2)

All

Born in Australia
 Born overseas
 Oceania and Antarctica
 North-West Europe
 Southern and Eastern Europe
 North Africa and the Middle East
 South-East Asia
 North-East Asia
 Southern and Central Asia
 Americas
 Sub-Saharan Africa

8 Age group (years)

All

15–19
 20–24
 25–34
 35–44
 45–54
 55–59
 60–64
 65 and over
 Note: Age collected in single years

9 Number of children in family aged under 15 years

All

Had children under 15 years
 1 child
 2 children
 3 children
 4 children
 5 children
 6 children

 Did not have children under 15 years

10 Full-time or part-time status in main job

All

Full-time workers
 Part-time workers

11 Full-time or part-time status of employment

All

Full-time workers
 Part-time workers

12 Occupation of main job

All

Managers
 Professionals
 Technicians and trades workers
 Community and personal service workers
 Clerical and administrative workers
 Sales workers
 Machinery operators and drivers
 Labourers

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

13 Industry of main job

All

Agriculture, forestry and fishing
Mining
Manufacturing
Electricity, gas, water and waste services
Construction
Wholesale trade
Retail trade
Accommodation and food services
Transport, postal and warehousing
Information media and telecommunications
Financial and insurance services
Rental, hiring and real estate services
Professional, scientific and technical services
Administrative and support services
Public administration and safety
Education and training
Health care and social assistance
Arts and recreation services
Other services

14 Hours actually worked in main job

All

Less than 1 hour/no hours
1–14
15–19
20–24
25–29
30–34
35
36–39
40
41–44
45–48
49 or more
Note: Collected in single hours

15 Hours usually worked in main job

All

Less than 1
1–14
15–19
20–24
25–29
30–34
35
36–39
40
41–44
45–48
49 or more
Note: Collected in single hours

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

16 Hours actually worked in all jobs

All

Less than 1 hour/no hours

1–14

15–19

20–24

25–29

30–34

35

36–39

40

41–44

45–48

49 or more

Note: Collected in single hours

17 Hours usually worked in all jobs

All

Less than 1

1–14

15–19

20–24

25–29

30–34

35

36–39

40

41–44

45–48

49 or more

Note: Collected in single hours

18 Form of employment in main job

All

Employees

With paid leave entitlements

Without paid leave entitlements

Independent contractors

Other business operators

19 Employment type in main job

1

Employees (excluding OMIEs)

With paid leave entitlements

Without paid leave entitlements

Owner managers of incorporated enterprises

Owner managers of unincorporated enterprises

20 Status in employment

1

Employees (including OMIEs)

Employers

Own account workers

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
21 Continuous duration with current employer/business	All
Less than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1–2 years	
3–5 years	
6–9 years	
10–19 years	
20 years and over	
22 Expected future duration with current employer/business	All
Expected to be with current employer/business in 12 months	
Did not expect to be with current employer/business in 12 months	
23 Reason expected duration with current employer/business less than 12 months	All
Changing jobs/seeking other employment	
Return to study/travel/family reasons	
Retiring	
Seasonal/temporary job/fixed contract	
Employer/business closing down/downsizing	
Other	
24 Educational Attendance	All
Was a full-time student	
Was not a full-time student	
Did not know	
25 Whether considered to be an independent contractor in main job	All
Considered to be an independent contractor	
Did not consider to be an independent contractor	
26 Number of employees	5–6
Less than 10	
10–19	
20–99	
100–199	
200 or more	
Note: Collected in single employees.	
27 Whether employment had a set completion date/event	2–4
Had a set completion date	
Had a set completion event	
Did not have a set completion date/event	
28 Length of set employment completion date/event	2–4
Had a set completion date/event	
Less than 12 months	
Under 3 months	
3 and under 6 months	
6 and under 12 months	
1 year	
2 years	
3 years and over	
Did not have a set completion date/event	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
29 Whether worked on a fixed-term contract	2-4
Worked on a fixed-term contract	
Did not work on a fixed-term contract	
30 Whether expected contract to be renewed	2-4
Whether worked on a fixed-term contract	
Expected contract to be renewed	
Did not expect contract to be renewed	
Did not work on a fixed-term contract	
31 Whether had paid leave entitlements	2-4
With paid leave entitlements	
Without paid leave entitlements	
32 Whether entitled to paid sick leave	2-4
Entitled to paid sick leave	
Not entitled to paid sick leave	
Did not know	
33 Whether entitled to paid holiday leave	2-4
Entitled to paid holiday leave	
Not entitled to paid holiday leave	
Did not know	
34 Whether entitled to paid maternity/paternity leave	2-4
Entitled to paid maternity/paternity leave	
Not entitled to paid maternity/paternity leave	
Did not know	
35 Whether entitled to long service leave	2-4
Entitled to long service leave	
Not entitled to long service leave	
Did not know	
36 Whether considered job to be casual	2-4
Considered job to be casual	
Did not consider job to be casual	
37 Whether usually able to work on more than one active contract	5
Usually able to	
Not usually able to	
38 Whether had more than one contract for work in reference week	5
Had only one contract	
Had more than one contract	
39 Whether contract prevented doing similar work for multiple clients/employers	5
Had only one contract	
Contract did not prevent doing similar work for multiple clients/employers	
Contract prevented doing similar work for multiple clients/employers	
Had more than one contract	
40 Whether able to (sub)contract own work	5
Able to (sub)contract own work	
Was not able to (sub)contract own work	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
41 Main reason unable to (sub)contract own work	5
Was not able to (sub)contract own work	
Part of contract/conditions	
Nature of work	
Other	
Able to (sub)contract own work	
42 Whether had authority over own working procedures	5
Had authority over own work	
Did not have authority over own work	
43 Who had authority over own working procedures	5
Did not have authority over own work	
Employer/Supervisor/Manager/Foreman	
Business/person contracted to	
Customer	
Business partner	
Board of management/Chairman of the board	
Franchising company	
Government or other regulation/standard	
Other	
Had authority over own work	
44 Whether responsible for organising own workers' compensation	5
Was responsible	
Was not responsible	
45 Whether responsible for organising own liability insurance	5
Was responsible	
Was not responsible	
46 Whether responsible for organising own superannuation contributions	5
Was responsible	
Was not responsible	
47 Whether earnings/income varied from one pay period to the next	All
Earnings/income varied	
Earnings/income did not vary	
48 Whether usually works the same number of hours each week	All
Usually worked the same number of hours	
Did not usually work the same number of hours	
49 Whether usually required to be on call or standby	All
Usually required to be on call or standby	
Not usually required to be on call or standby	
50 Whether had any say in start and finish times	All
Had some say	
Did not have any say	

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

Data items

Populations

51 Days of the week usually worked in all jobs

All

Monday–Friday

Monday

Tuesday

Wednesday

Thursday

Friday

Saturday

Sunday

Days varied

Note: Multiple response category. People may appear in more than one category.

52 Number of days of the week usually worked in all jobs

All

1 day

2 days

3 days

4 days

5 days

6 days

7 days

53 Whether worked weekdays and/or weekends in all jobs

All

Weekdays only

Weekends only

Both weekdays and weekends

54 Whether currently registered with a labour hire firm/employment agency

All

Currently registered with a labour hire firm/employment agency

Not currently registered with a labour hire firm/employment agency

55 Whether registered with a labour hire firm/employment agency in the last 12 months

All

Currently registered with a labour hire firm/employment agency

Not currently registered with a labour hire firm/employment agency

Registered with a labour hire firm/employment agency in the last 12 months

Did not register with a labour hire firm/employment agency in the last 12 months

56 Whether found job through a labour hire firm/employment agency

All

Found job through a labour hire firm/employment agency

Did not find job through a labour hire firm/employment agency

57 Whether still registered with the same labour hire firm/employment agency that found job

7

Still registered

Not still registered

58 Whether paid by labour hire firm/employment agency

7

Paid by labour hire firm/employment agency

Was not paid by labour hire firm/employment agency

APPENDIX 2 POPULATIONS AND DATA ITEMS LIST *continued*

<i>Data items</i>	<i>Populations</i>
59 Number of work assignments through labour hire firm/employment agency in the last 12 months	7
None	
1	
2	
3	
4	
5	
6	
7	
8	
9	
10	
More than 10	
60 Whether usually had continuous/ongoing work from a labour hire firm/employment agency	7
Usually had continuous/ongoing work	
Did not usually have continuous/ongoing work	
61 All reasons for using a labour hire firm/employment agency	7
Ease of obtaining work	
Hassle free	
Like short-term work	
Unable to find work in their line of business	
Condition of working in job/industry	
Lack of experience prevents finding permanent job	
Gain more experience	
Flexibility	
Other	
62 Main reason for using a labour hire firm/employment agency	7
Ease of obtaining work through a labour hire firm	
Hassle free	
Like short-term work	
Unable to find work in their line of business	
Condition of working in job/industry	
Lack of experience prevents finding permanent job	
Gain more experience	
Flexibility	
Other	
63 Form of employment in second job	8
Employees	
Independent contractors	
Other business operators	

APPENDIX 3 SUPPLEMENTARY SURVEYS

SUPPLEMENTARY SURVEYS

The Monthly Population Survey program and Multi-Purpose Household Survey program collect data on various aspects of the labour force. The following is an historical list of supplementary surveys collected in these programs. Data from these surveys are available on request and can be obtained by contacting the ABS.

	<i>cat. no.</i>	<i>Frequency</i>	<i>Latest issue</i>
Monthly Population Supplementary Surveys			
Child Care, Australia	4402.0	Irregular	June 2005
Child Employment, Australia	6211.0	Irregular	June 2006
Education and Work, Australia	6227.0	Annual	May 2008
Employee Earnings, Benefits, and Trade Union Membership, Australia	6310.0	Annual	August 2008
Forms of Employment, Australia	6359.0	Annual	November 2008
Job Search Experience, Australia	6222.0	Annual	July 2008
Labour Force Experience, Australia	6206.0	Biennial	February 2007
Labour Force Status and Other Characteristics of Migrants, Australia	6250.0	Irregular	November 2007
Labour Mobility, Australia	6209.0	Biennial	February 2008
Locations of Work, Australia	6275.0	Irregular	November 2008
Multiple Jobholding, Australia(a)	6216.0	Irregular	August 1997
Persons Not in the Labour Force, Australia	6220.0	Annual	September 2008
Underemployed Workers, Australia	6265.0	Annual	September 2008
Working Time Arrangements, Australia(b)	6342.0	Irregular	November 2006
Multi-Purpose Household Surveys			
Barriers and Incentives to Labour Force Participation, Australia	6239.0	Biennial	2006–2007
Retirement and Retirement Intentions, Australia	6238.0	Biennial	2006–2007
Work-Related Injuries, Australia	6324.0	Irregular	2005–2006

(a) Latest data available on request July 2001.

(b) This product replaces the publication Working Arrangements, Australia (cat. no. 6342.0).

INTRODUCTION

1 Estimates in this publication are based on information obtained from occupants of a sample of dwellings, they are subject to sampling variability. That is, they may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

2 Due to space limitations, it is impractical to print the SE of each estimate in the publication. Instead, a table of SEs is provided to enable readers to determine the SE for an estimate from the size of that estimate (see table T1). The SE table is derived from a mathematical model, referred to as the 'SE model', which is created using data from a number of past Labour Force Surveys. It should be noted that the SE model only gives an approximate value for the SE for any particular estimate, since there is some minor variation between SEs for different estimates of the same size.

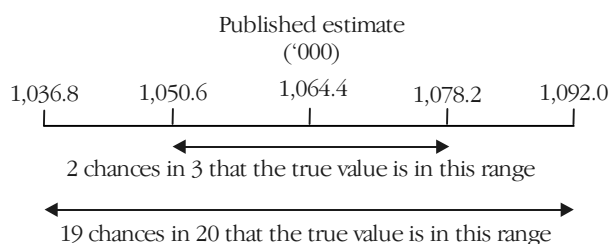
3 The LFS sample size in September 2008 was approximately one-third smaller than the sample size in September 2007. This is due to an 11% sample reduction that was implemented from November 2007 to June 2008 based on the 2006 sample design, and an additional 24% sample reduction implemented in July 2008. In combination, the two sample reductions are expected to increase the standard errors for estimates from the supplementary surveys by approximately 22% at the broad aggregate level, relative to the 2001 sample design (standard errors will vary at lower aggregate levels). Detailed information about the sample reduction is provided in Information Paper: Labour Force Survey Sample Design, Nov 2007 (Second edition) (cat. no. 6269.0).

CALCULATION OF STANDARD ERRORS

4 An example of the calculation and the use of SEs in relation to estimates of people is as follows. Table 2 shows that the estimated number of people in Australia who were Business operators was 1,064,400. Since this estimate is between 1,000,000 and 2,000,000, table T1 shows the SE for Australia will be between 13,450 and 19,550 and can be approximated by interpolation using the following general formula:

$$\begin{aligned}
 &SE \text{ of estimate} \\
 &= \text{lower SE} + \left(\left(\frac{\text{size of estimate} - \text{lower estimate}}{\text{upper estimate} - \text{lower estimate}} \right) \times (\text{upper SE} - \text{lower SE}) \right) \\
 &= 13,450 + \left(\left(\frac{1,064,400 - 1,000,000}{2,000,000 - 1,000,000} \right) \times (19,550 - 13,450) \right) \\
 &= 13,800 \text{ (rounded to the nearest 100)}
 \end{aligned}$$

5 Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall in the range 1,050,600 to 1,078,200, and about 19 chances in 20 that the value will fall within the range 1,036,800 to 1,092,000. This example is illustrated in the diagram below.



CALCULATION OF STANDARD ERRORS *continued*

6 In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are thus subject to such high RSEs that their value for most practical purposes is unreliable. In the tables in this publication, only estimates with RSEs of 25% or less are considered reliable for most purposes. Estimates with RSEs greater than 25% but less than or equal to 50% are preceded by an asterisk (e.g.*3.4) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g.**0.3), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of 25% or less.

PROPORTIONS AND PERCENTAGES

7 Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. This formula is only valid when x is a subset of y:

$$RSE\left(\frac{x}{y}\right) = \sqrt{[RSE(x)]^2 - [RSE(y)]^2}$$

8 Considering the example above, 1,064,400 people were Business operators, 409,600 or 38.5% were women. The SE of 409,600 may be calculated by interpolation as 8,700. To convert this to an RSE we express the SE as a percentage of the estimate, or $8,700/409,600 = 2.1\%$. The SE for 1,064,400 was calculated previously as 13,800 which converted to an RSE is $13,800/1,064,400 = 1.3\%$. Applying the above formula, the RSE of the proportion is:

$$RSE = \sqrt{(2.1)^2 - (1.3)^2} = 1.6\%$$

9 Therefore, the SE for the proportion of women who were Business operators, is 0.6 percentage points $(= (38.5/100) \times 1.6)$. Therefore, there are about two chances in three that the proportion of women who were business operators is between 37.9% and 39.1% and 19 chances in 20 that the proportion is within the range 37.3% to 39.7%.

10 All other estimates produced from population estimates smaller than the values in T2 have RSEs larger than 25% and should be used with caution. T2 also indicates the size of the population estimates that would produce all other estimates with RSEs greater than 50% are considered too unreliable for general use.

DIFFERENCES

11 Published estimates may also be used to calculate the difference between two survey estimates (of numbers or percentages). Such an estimate is subject to sampling error. The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates $(x-y)$ may be calculated by the following formula:

$$SE(x-y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

12 While this formula will only be exact for differences between separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all differences likely to be of interest in this publication.

TECHNICAL NOTE DATA QUALITY *continued*

STANDARD ERRORS

T1 STANDARD ERRORS OF ESTIMATES

Size of estimate (persons)	AUST.								
	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	SE RSE
	no.	no.	no.	no.	no.	no.	no.	no.	no. %
100	340	330	250	200	250	130	90	120	120.0
200	450	430	370	270	330	180	140	190	110.0
300	540	510	450	320	390	220	170	240	100.0
500	660	620	570	390	480	270	220	310	88.0
700	760	710	670	450	550	310	260	350	78.6
1,000	880	810	780	520	630	360	300	380	70.0
1,500	1 030	950	930	600	730	410	350	420	59.3
2,000	1 150	1 060	1 040	670	820	450	390	440	52.5
2,500	1 250	1 150	1 150	750	900	500	400	450	48.0
3,000	1 350	1 250	1 200	800	950	500	450	500	43.3
3,500	1 450	1 300	1 300	800	1 000	550	450	500	40.0
4,000	1 500	1 400	1 350	850	1 050	550	500	550	37.5
5,000	1 650	1 500	1 450	950	1 150	600	550	600	34.0
7,000	1 850	1 700	1 650	1 050	1 300	700	650	650	27.9
10,000	2 150	1 950	1 850	1 200	1 500	800	850	800	23.0
15,000	2 500	2 250	2 050	1 350	1 700	950	1 150	950	17.7
20,000	2 750	2 500	2 250	1 500	1 900	1 150	1 450	1 100	14.8
30,000	3 200	2 900	2 600	1 800	2 150	1 450	2 050	1 450	11.2
40,000	3 550	3 200	2 850	2 050	2 400	1 700	2 550	1 700	9.1
50,000	3 850	3 500	3 150	2 300	2 650	1 950	3 050	1 900	7.8
100,000	4 900	4 550	4 300	3 450	3 900	2 750	5 300	2 550	4.9
150,000	5 750	5 550	5 300	4 400	5 150	3 300	7 300	2 900	3.8
200,000	6 600	6 450	6 200	5 200	6 150	3 700	9 150	3 050	3.2
300,000	8 300	8 300	7 850	6 400	7 750	4 200	12 450	3 200	2.5
500,000	11 650	11 500	10 600	8 000	9 850	4 850	..	3 200	1.9
1,000,000	17 300	17 500	15 150	10 200	12 600	5 550	..	..	1.3
2,000,000	23 300	25 850	20 350	12 100	14 550	..	..	..	1.0
5,000,000	29 700	41 350	27 450	13 650	15 200	..	..	..	0.7
10,000,000	31 800	57 000	32 100	..	..	..	..	..	0.4
15,000,000	..	..	..	..	..	..	..	..	0.3

.. not applicable

T2 LEVELS AT WHICH ESTIMATES HAVE RELATIVE STANDARD ERRORS OF 25% AND 50%(a)

	NSW	Vic.	Qld	SA	WA	Tas.	NT	ACT	Aust.
	no.	no.	no.	no.	no.	no.	no.	no.	no.
RSE of 25%	7 800	6 700	6 300	3 200	4 400	1 700	1 400	1 700	8 600
RSE of 50%	2 500	2 200	2 100	1 000	1 400	600	400	700	2 300

(a) Refers to the number of people contributing to the estimate.

GLOSSARY

Considered job to be casual	Employees who considered their job to be casual, regardless of any entitlements that they may receive.
Continuous duration with current employer/business	The length of the current period of employment people had with their employer or in their own business. The length of time includes periods of paid leave, unpaid leave or strike.
Drawings	Drawings are where the owner of a business withdraws money from the business for their personal use, or where an employee withdraws money from their employer for their personal use.
Employed	<p>People aged 15 years and over who, during the reference week:</p> <ul style="list-style-type: none"> ■ worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising employees, employers and own account workers); or ■ worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or ■ were employees who had a job but were not at work and were: <ul style="list-style-type: none"> ■ away from work for less than four weeks up to the end of the reference week; or ■ away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or ■ away from work as a standard work or shift arrangement; or ■ on strike or locked out; or ■ on workers' compensation and expected to return to their job; or ■ were employers or own account workers who had a job, business or farm, but were not at work. <p>Contributing family workers in their main job were excluded from the Forms of Employment Survey.</p>
Employees	<p>From November 2008 the Forms of Employment Survey definition of employees differs from the definition used in the Labour Force Survey and other household surveys (including earlier FOES) and employer surveys.</p> <p><i>Forms of Employment Survey (from November 2008).</i> Employees are people who work for a public or private employer and receive remuneration in wages or salary. Employees are engaged under a contract of service (an employment contract) and take directions from their employer/supervisor/manager/foreman on how the work is performed.</p> <p><i>Labour Force Survey and other household surveys (including FOES prior to 2008).</i> Employees are people who:</p> <ul style="list-style-type: none"> ■ worked for a public or private employer; and ■ received remuneration in wages, salary, or are paid a retainer fee by their employer and worked on a commission basis, or for tips or piece-rates or payment in kind; or ■ operated their own incorporated enterprise with or without hiring employees. <p><i>Employer surveys.</i> Employees are wage and salary earners who received pay for any part of the reference period.</p>

GLOSSARY *continued*

Employment agency	An employment agency is an organisation which is engaged in personnel search, or selection and placement of people for an employing organisation. The agency or firm may also be engaged in supply of their own employees to other employers, usually on a short-term basis. (See also labour hire firm).
Fixed-term contract	A contract of employment which specifies that the employment will be terminated on a particular date/event.
Form of employment	Classifies employed people according to the following category groups on the basis of their main job (that is, the job in which the most hours were usually worked): <ul style="list-style-type: none"> ■ Employees <ul style="list-style-type: none"> ■ With paid leave entitlements ■ Without paid leave entitlements ■ Independent contractors ■ Other business operators
Full-time workers	Employed people who usually worked 35 hours or more a week (in their main job) and others who, although usually worked less than 35 hours a week, worked 35 hours or more during the reference week.
Holiday leave	Provision by an employer of paid holiday, vacation or recreation leave.
Hours usually worked	The number of hours usually worked in a week.
Hours worked	The number of hours actually worked during the reference week.
Independent contractors	Independent contractors are people who operate their own business and who contract to perform services for others without having the legal status of an employee, i.e. people who are engaged by a client, rather than an employer. Independent contractors are engaged under a contract for services (a commercial contract), whereas employees are engaged under a contract of service (an employment contract). Independent contractors' employment may take a variety of forms, for example, they may have a direct relationship with a client or work through an intermediary. Independent contractors may have employees, however they spend most of their time directly engaged with clients or on client tasks, rather than managing their staff.
Industry	An industry is a group of businesses or organisations that undertake similar economic activities to produce goods and services. In this publication, industry of main job refers to ANZSIC Division as classified according to the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 2006</i> (cat. no. 1292.0).
Labour hire firm	A labour hire firm is an organisation which is engaged in personnel search, or selection and placement of people for an employing organisation. The agency or firm may also be engaged in supply of their own employees to other employers, usually on a short-term basis. (See also employment agency).
Long service leave	Provision by an employer or industry body of paid long service leave.

GLOSSARY *continued*

Main English-speaking countries	The list of main English-speaking countries provided here is not an attempt to classify countries on the basis of whether or not English is the predominant or official language of each country. It is a list of the main countries from which Australia receives, or has received, significant numbers of overseas settlers who are likely to speak English. These countries comprise the United Kingdom, the Republic of Ireland, New Zealand, Canada, South Africa and the United States of America.
Main job	The job in which the most hours were usually worked.
Maternity/paternity leave	The provision by an employer of paid maternity/paternity leave.
Multiple job holders	Employed people who, during the reference week worked in a second job. Multiple jobholders exclude those who changed employer in the reference week. People who were contributing family workers or unpaid voluntary workers in their second job were excluded from the Multiple jobholder population.
Occupation	An occupation is a collection of jobs that are sufficiently similar in their title and tasks, skill level and skill specialisation which are grouped together for the purposes of classification. In this publication, occupation refers to Major Group as defined by the <i>ANZSCO—Australian and New Zealand Standard Classification of Occupations, First Edition, 2006</i> (cat. no. 1220.0).
Other business operators	People who operate their own business, with or without employees, but who are not operating as independent contractors. Other business operators are distinguished from independent contractors in that they generally generate their income from managing their staff or from selling goods or services to the public, rather than providing a labour service directly to a client. Other business operators spend little time working on client tasks with most of their time spent on managing their employees and/or business.
Part-time workers	Employed people who usually worked less than 35 hours a week (in all jobs) and who did so during the reference week.
Reference week	The week preceeding the week in which the interview was conducted.
Sick leave	Provision by an employer of paid sick leave.
With paid leave entitlements	Employees who were entitled to either paid holiday leave or paid sick leave (or both) in their main job. For more information see paragraph 19 of the Explanatory Notes.
Without paid leave entitlements	Employees who were entitled to either paid holiday leave or paid sick leave, or did not know whether they were entitled to paid holiday leave or paid sick leave in their main job. For more information, see paragraph 19 of the Explanatory Notes.
Worked on a fixed-term contract	Employees with a contract of employment which specifies that the employment will be terminated on a particular date/event.

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